DOCUMENT RESUME

ED 419 471 HE 031 248

AUTHOR	Keetz, Mary A.
TITLE	The Emerging Presence of Female Faculty in Pennsylvania's State System of Higher Education: An Historical Perspective, 1974-1994.
INSTITUTION	West Chester Univ., PA. Inst. for Women.
PUB DATE	1997-00-00
NOTE	289p.; For earlier studies, see ED 343 495 and ED 339 292.
AVAILABLE FROM	Institute for Women, West Chester University of Pennsylvania, West Chester, PA 19383.
PUB TYPE	Numerical/Quantitative Data (110) -- Reports - Evaluative (142)
EDRS PRICE	MF01/PC12 Plus Postage.
DESCRIPTORS	Academic Rank (Professional); *College Faculty; College Students; Databases; *Educational History; Faculty Promotion; Followup Studies; *Full Time Faculty; Graduate Study; *Higher Education; Institutional Research; Longitudinal Studies; Sex Differences; State Colleges; State Universities; Trend Analysis; Undergraduate Study; *Women Faculty
IDENTIFIERS	*Pennsylvania State System of Higher Education

ABSTRACT

This report presents data and findings from a 5-year follow-up study to an earlier 16-year (1974-1989) longitudinal study of trends in the hiring and promotion of female faculty within the Pennsylvania State System of Higher Education. The two studies have produced an information base on full-time faculty in the state system from 1974-75 through 1994-95. After brief sections on the study's purpose, history, and method, tables present detailed findings for: (1) number, percentage, and distribution of full-time total faculty by institution and sex; (2) number, percentage, and distribution of full-time professors, associate professors, assistant professors, and instructors by institution and sex; (3) number, percentage, and distribution of full-time total faculty at the professor rank by institution and sex; (4) number, percentage, and distribution of graduate student full-time equivalent (FTE) enrollment by institution and sex; (5) number, percentage, and distribution of undergraduate FTE enrollment by institution and sex; and (6) ratio of undergraduate student FTE enrollment to full-time total faculty by institution and sex. Discussion of the data notes the continuing lack of gender parity among college faculty and presents a nine-item call for action. Extensive appendices provide further detailed tables for each institution, graphs comparing institutions, and a set of guidelines. (Contains 35 references.) (DB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED 419 471

The Emerging Presence of Female Faculty in Pennsylvania's State System of Higher Education:

An Historical Perspective, 1974-1994

by
Mary A. Keetz
Director, Institute for Women
West Chester University of Pennsylvania

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
☑ This document has been reproduced as received from the person or organization originating it.
☐ Minor changes have been made to improve reproduction quality.
• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

Published by:
The Institute for Women
West Chester University of Pennsylvania

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL HAS BEEN GRANTED BY

Mary A. Keetz

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

HE 031 248

The Emerging Presence of Female Faculty in Pennsylvania's State System of Higher Education:

An Historical Perspective, 1974 - 1994

by
Mary A. Keetz,
Director, Institute for Women
West Chester University of Pennsylvania

Published by:
The Institute for Women
West Chester University of Pennsylvania

© Copyright 1997, Mary A. Keetz, all rights reserved.
Institute for Women, West Chester University of Pennsylvania, West Chester, PA 19383.
No portion of this document may be reproduced without the written permission of the author.

For Women in
Pennsylvania's State System of Higher Education

When the unreal is taken for the real, then
the real becomes unreal;
When non-existence is taken for existence, then
existence becomes non-existence

- ***Dreams of the Red Chamber*** by Tsao Hsueh-chin,
Translated from the Chinese by Chi-Chen Wang

FOREWORD

Five years ago the Institute for Women published a 16-year longitudinal study, *"The Status of Female Faculty in Pennsylvania's State System of Higher Education: An Historical Perspective, 1974-1989* (Keetz, 1991)," which was the first report by any group or individual within Pennsylvania's State System of Higher Education (State System) to examine female faculty's equitable representation in the State System. The study provided important historical background and data which documented the low number and status of female faculty in the State System during the time period examined. The study concluded with A Call for Action which included eight recommendations, one of which noted the need for subsequent studies. One of the recommended studies was to "conduct follow-up studies to this study [1991] every five years to ensure that 'progress' is really being made in the hiring and promotion of female faculty (Keetz, 1991, p. 34)." Thus, data reported in the five-year extension (1990-1994) of the original study (1974-1989) will serve as a basis for determining the extent to which women are present and equitably represented on the faculty within the State System and at each of its 14 universities.

A lengthy study such as this could not have been completed without the support of a number of individuals and offices. My appreciation is extended to the Department of Data Services, Pennsylvania Department of Education, for its cooperation in supplying most of the information on which the study is based; John Jacobsen (now retired), Data and Information Manager, Office of the Chancellor, State System of Higher Education, for providing the Central Management Information Center faculty information for 1986-87; and Maryse Eymonerie Associates for supplying the summary statistics for national Category II-A and II-B public universities.

I would like to thank the individuals at West Chester University of Pennsylvania -- Thomas Egan, Director, Center for the Study of Connectivity and Databases, for his critical evaluation and suggestions; Jermaine Johnson, William Fischer III, and Trieva Thomas, former Academic Computing Training Interns, for their assistance with the tables and figures; Kelly McCormick, former Graduate Assistant, Office of Students with Disabilities, for her help with the intricacies of Excel; Christine Gombarick, Secretary, Academic Programs and Services, for her untiring and skillful secretarial support; and M. Jane Smyth, Graphic Artist, for her advice about desktop publishing.

Warm and sincere words of thanks go to those who have been supportive of the research and my work as Director of the Institute for Women since 1980: Provost's Office; University College (now defunct); Executive Council and Board of Directors of the Institute for Women; Commission on the Status of Women, Women's Center, Woman's Consortium, and Women's Studies at the University; staff of the Division of Academic Programs and Services; state APSCUF leadership; the Women's Caucus of the APSCUF Legislative Assembly; and Women's Consortium of the Pennsylvania State System of Higher Education.

Mary A. Keetz, *Director*
Institute for Women
1 December 1997

TABLE OF CONTENTS

		Page
I.	PURPOSE	1
II.	HISTORICAL PERSPECTIVE	2
III.	METHOD	6
IV.	FINDINGS REGARDING SYSTEM-WIDE DATA	8
	1. Number, Percentage, and Distribution of Full-time Total Faculty by Institution and Sex	9
	2. Number, Percentage, and Distribution of Full-time Professors by Institution and Sex	13
	3. Number, Percentage, and Distribution of Full-time Associate Professors by Institution and Sex	17
	4. Number, Percentage, and Distribution of Full-time Assistant Professors by Institution and Sex	21
	5. Number, Percentage, and Distribution of Full-time Instructors by Institution and Sex	25
	6. Number, Percentage of Full-time Total Faculty at the Professor Rank by Institution and Sex	28
	7. Number, Percentage, and Distribution of Graduate Student FTE Enrollment by Institution and Sex	31
	8. Number, Percentage, and Distribution of Undergraduate Student FTE Enrollment by Institution and Sex	35
	9. Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Institution and Sex	39
V.	DISCUSSION	42
VI.	A CALL FOR ACTION	56
REFERENCES		59
APPENDIX A:	Tables 1 - 4 for each of the 14 State System of Higher Education Universities	63-148
APPENDIX B:	Figures 1 - 9 for each of the 14 State System of Higher Education Universities	149-236
APPENDIX C:	Guidelines developed by the American Council on Education (ACE) Commission on Women in Higher Education	237-238

TABLE OF SYSTEM-WIDE TABLES

		Page
TABLE 1	**Distribution of Full-time Total Faculty by Institution and Sex** ..... PA State Colleges and University 1974-83 PA State System of Higher Education 1983-94	10 - 11
TABLE 2	**Distribution of Full-time Professors by Institution and Sex** ..... PA State Colleges and University 1974-83 PA State System of Higher Education 1983-94	14 - 15
TABLE 3	**Distribution of Full-time Associate Professors by Institution and Sex** ..... PA State Colleges and University 1974-83 PA State System of Higher Education 1983-94	18 -19
TABLE 4	**Distribution of Full-time Assistant Professors by Institution and Sex** ..... PA State Colleges and University 1974-83 PA State System of Higher Education 1983-94	22 - 23
TABLE 5	**Distribution of Full-time Instructors by Institution and Sex** ..... PA State Colleges and University 1974-83 PA State System of Higher Education 1983-94	26 - 27
TABLE 6	**Full-time Total Faculty at Professor Rank by Sex** ..... PA State Colleges and University 1974-83 PA State System of Higher Education 1983-94	29
TABLE 7	**Graduate Student FTE Enrollment by Institution and Sex** ..... PA State Colleges and University 1974-83 PA State System of Higher Education 1983-94	32 - 33
TABLE 8	**Undergraduate Student FTE Enrollment by Institution and Sex** ..... PA State Colleges and University 1974-83 PA State System of Higher Education 1983-94	36 - 37
TABLE 9	**Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex** ..... PA State Colleges and University 1974-83 PA State System of Higher Education 1983-94	40
TABLE 10	**Distribution of Full-time Faculty within Professorial Ranks by State and Sex 1989-90 and 1994-95** ..... National Samples of Category II-A and II-B Public Universities	43
TABLE 11	**Full-time Total Faculty at Professor Rank by State and Sex 1989-90 and 1994-95** ..... National Samples of Category II-A and II-B Public Universities	44
TABLE 12	**Gender of Doctorate Recipients by Broad Fields for Selected Years, 1964 - 1994** ..... United States Universities	51

TABLE OF SYSTEM-WIDE DATA FIGURES

		Page
FIGURE 1	**Full-time Total Faculty by Sex** PA State Colleges and University 1974-83 PA State System of Higher Education 1983-94	9
FIGURE 2	**Full-time Professor by Sex** PA State Colleges and University 1974-83 PA State System of Higher Education 1983-94	13
FIGURE 3	**Full-time Associate Professor by Sex** PA State Colleges and University 1974-83 PA State System of Higher Education 1983-94	17
FIGURE 4	**Full-time Assistant Professor by Sex** PA State Colleges and University 1974-83 PA State System of Higher Education 1983-94	21
FIGURE 5	**Full-time Instructor by Sex** PA State Colleges and University 1974-83 PA State System of Higher Education 1983-94	25
FIGURE 6	**Full-time Total Faculty at Professor Rank by Sex** PA State Colleges and University 1974-83 PA State System of Higher Education 1983-94	28
FIGURE 7	**Graduate Student FTE Enrollment by Sex** PA State Colleges and University 1974-83 PA State System of Higher Education 1983-94	31
FIGURE 8	**Undergraduate Student FTE Enrollment by Sex** PA State Colleges and University 1974-83 PA State System of Higher Education 1983-94	35
FIGURE 9	**Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex** PA State Colleges and University 1974-83 PA State System of Higher Education 1983-94	41
FIGURE 10	**Full-time Total Faculty by Sex 1989-90 and 1994-95** National Samples of Category II-A and II-B Public Universities	45
FIGURE 11	**Full-time Professor by Sex 1989-90 and 1994-95** National Samples of Category II-A and II-B Public Universities	46
FIGURE 12	**Full-time Associate Professor by Sex 1989-90 and 1994-95** National Samples of Category II-A and II-B Public Universities	46
FIGURE 13	**Full-time Assistant Professor by Sex 1989-90 and 1994-95** National Samples of Category II-A and II-B Public Universities	47
FIGURE 14	**Full-time Instructor by Sex 1989-90 and 1994-95** National Samples of Category II-A and II-B Public Universities	47
FIGURE 15	**Full-time Total Faculty at Professor Rank by Sex 1989-90 and 1994-95** National Samples of Category II-A and II-B Public Universities	48
FIGURE 16	**Field of Doctorate, by Gender of Doctorate Recipients, 1964-1994** United States Universities	52

I. PURPOSE

The purpose of this study is to establish an information base from 1974-75 through 1994-95 on full-time faculty in the State System and separately at each of its 14 universities. The information base will permit longitudinal comparisons to be made with the findings of the original 16-year study (Keetz, 1991) and the 5-year extension, 1990-91 through 1994-95, about the following:

(1) the numbers and percentages of full-time faculty by sex as related to the numbers and percentages within the State System and a sample of similar national Category II-A and II-B public universities (characterized by diverse post-baccalaureate programs but do not engage in significant doctoral-level education),

(2) the distribution of full-time faculty among professorial ranks by sex as related to the numbers and percentages within the State System and a sample of similar national Category II-A and II-B public universities,

(3) the numbers and percentages of full-time faculty at full professor rank by sex as related to the numbers and percentages within the State System and a sample of similar national Category II-A and II-B public universities,

(4) student full-time equivalent (FTE) enrollment by enrollment status and sex within the State System, and

(5) ratios of undergraduate student FTE enrollment to full-time total faculty by sex within the State System.

These comparisons will indicate the extent to which the number, percentage, and distribution among ranks of State System female faculty have increased or decreased over a period of time and are representative of female faculty at similar Category II-A and II-B public universities nationally. The analyses will also show the degree to which student enrollment and ratios of undergraduate student FTE enrollment to full-time total faculty by sex have fluctuated since 1974-75.

II. HISTORICAL PERSPECTIVE

Women were formally recognized as an equity group on April 19, 1988 when the State System of Higher Education Board of Governors approved the *"Affirmative Action and Equal Opportunity Plan: A Prospectus (Prospectus)."* Each State System university was charged to use the *Prospectus* (1988) as a guide in developing its affirmative action plan for the following groups: Blacks (Whites at Cheyney University), Hispanics, Asians/Pacific Islanders, Native Americans, Women, Vietnam Veterans, and the Disabled. The 14 plans were then to comprise the State System's Affirmative Action Plan for the academic years 1988-89 through 1992-93.

No explanation or documentation was given to explain the inclusion of women with the other equity groups in the *Prospectus* (1988). Rather, the *Prospectus* (1988) suggested that the numbers of female faculty were inadequate and their professional advancement was limited. The *Prospectus'* (1988) three-page chapter, *"The State System Commitment to Women in Higher Education,"* recommended that the American Council on Education Commission on Women in Higher Education's 15 guidelines should be adopted by the State System *"as standards against which to develop policy and procedures"* (p. 37). The second of the 15 guidelines stated: *"Identify and correct inequities that may exist in hiring, promotion, tenure, and salary of women faculty administrators, and staff"* (p. 38).

A review of documents published by the State System and the faculty union, Association of Pennsylvania State College and University Faculty (APSCUF), suggests the historical significance of the 1988 *Prospectus* as the document relates to women. It appears that neither the Pennsylvania Department of Education prior to 1983 and the Chancellor's Office after 1983 nor APSCUF mentioned women as a separate equity group prior to the publication of the System-wide affirmative action policy in 1988. Nor can evidence be found that either group has analyzed or publicized information about gender equity in the State System's faculty since the publication of *Prospectus* (1988), despite the availability of data.

The first State System planning document, *"The Mission and the Strategic Direction Statements for the State System of Higher Education"* (1984), did not mention a gender-balanced faculty when it identified eight strategic direction statements for subsequent System-wide planning. However, the seventh strategic direction statement did deal with the System's need to attract, serve, and retain minority students. The latter part of the seventh statement also addressed minority faculty: *"Each university will intensify efforts to attract and retain minority faculty and staff, and to seek cooperation with local business and industry to improve educational opportunities for minority employees. The universities will share expertise and successes in cultural integration and support"* (p. 9).

There does not appear to have been any APSCUF overt recognition of gender issues during the 1970s. Then, in the early 1980s, APSCUF formed a committee on

the Quality of Higher Education which published three reports. The first two reports, *"Excellence in Public Higher Education, A Call for Action: Comments and Recommendations"* (March, 1984, Revised May, 1984) and *"Faculty Development in the State System of Higher Education, An Agenda for Reform: Comments and Recommendations"* (April, 1986), did not address gender issues. However, the third report, *"With Quality for All: Comments and Recommendations for Being Responsive to Students"* (Summer, 1988), noted in passing the importance of educating *"the many, including women, the economically disadvantaged, minorities, and older students"* (p. 2), and a possible emerging trend, *"the second generation of post-World War II male professors is being replaced by a post-1960's generation of women"* (p. 16). The Committee's third report made 27 recommendations, none of which pertained to gender equity issues.

In contrast to the first State System planning document (1984), the second planning document, *"Priorities for Pennsylvania's State System of Higher Education during the 1990s"* (*Priorities*, 1990), was more specific about the relatively low number of female faculty than was suggested in the 1988 *Prospectus*. It recommended that each university *"should establish a special committee or commission of faculty and administrators to develop goals, criteria, guidelines, and procedures for the recruitment of new faculty"* (p. 36). Tasks which might be assigned to such a committee included:

1) providing *"leadership in educating colleagues about the need for greater diversity within the faculty to enrich the campus community and enhance the education of our students; diversity encompasses racial, ethnic and socio-economic background, age, gender, and atypical work or life experiences"* (p. 36), and

2) developing *"awareness of the comparatively low ratio of female faculty to the increasing numbers of female students (1 to 42) and to the increasing availability of female doctorates; recommend particular strategies for recruiting and retaining women faculty, such as child care, flexible course scheduling for single parents, dual appointments, spousal appointments at sister universities, and other appropriate initiatives"* (p. 37).

It was not clear when and how the low ratio of female faculty to female students was determined. What were the definitions of the terms *"female faculty"* and *"female students?"* What time period was cited for the ratio? How was the ratio calculated? How did this ratio compare to ratios for earlier and/or later time periods?

In the five-year period from 1990-91 to 1994-95, the State System issued two publications. The first was *"Emphasis on Values: A Priority for Pennsylvania's State System of Higher Education during the 1990s"* (*Values*, 1991). Its purpose was to *"consider and recommend a variety of strategies that might be employed at System universities to implement the new priorities* [*Priorities*, 1990] *focusing on the ethical dimensions of the curriculum and the processes by which students develop, test and*

articulate personal values" (p. 8). The *Values* (1991) document notes that the *Priorities* (1990) report *"does call for greater attention to what is taught at System universities, both in and out of the classroom, with regard to certain values: respect for individual and cultural differences, social justice, academic integrity, the democratic process, and service to others"* (p. 10). So it provides a definition of "Values Education", the need for increased emphasis on Values Education, and suggested strategies which could be employed to strengthen Values Education within the State System. These strategies are quite comprehensive and encompass the System level and institutional initiatives; curriculum and co-curricular strategies; and issues of academic integrity and multi-culturalism, pluralism, and diversity. Nowhere in the report, however, is the low status of female faculty within the State System or the disproportionate ratios of female and male students to female faculty mentioned.

The second publication was the State System's Affirmative Action Plan for the 1990s, *"Excellence and Equity - A Plan for Building Community in Pennsylvania's State System of Higher Education* (*Equity Plan*, 1994)." The State System reaffirmed *"its responsibility to address specific needs of this segment* [women] *of the university population"* (*Equity Plan*, 1994, p.23) and the commitment it initially made in the *Prospectus* (1988) to adoption of the guidelines developed by the ACE (American Council on Education) Commission on Women in Higher Education (*Equity Plan*, 1994, p.23; listed in Appendix C). The *Equity Plan* (1994) further states:

> *While it may not be feasible for each university to immediately respond to each guideline,* ***the Equity Plan urges the System's institutional leadership to ensure that, over the lifetime of the Equity Plan, priorities and time frames for addressing all these areas are established.*** (p.24) [*Equity Plan's* emphasis]

Thus, the guidelines are to be used as standards against which university policies and procedures are to be developed to redress the need *"to increase the number of race/ethnic minority and women* ***teaching*** [*Equity Plan's* emphasis] *faculty, and differential grade/rank in initial appointments, promotion, and retention* (p. 22)*."*

The *Equity Plan* (1994) also includes continuing assessment as an important part of the State System's commitment to its equity initiatives. Equity assessment, as defined in the *Equity Plan* (1994), includes Annual Reports, Equity Program Reviews every four to five years, and Equity Symposia every other year, beginning in 1996.

There have been several significant events related to APSCUF's Legislative Assembly which reflect that organization's increased responsiveness to gender equity in the State System. Keetz was invited to make two presentations related to her research about the status of female faculty in the State System: the first was in November, 1989 when she presented her study, *"The Status of Women in the State System and APSCUF"* (1989) and a second time in November 1991 when her original state study, *"The Status of Female Faculty in Pennsylvania's State System of Higher*

Education: An Historical Perspective, 1974 - 1989", (1991) was presented. Then, in April, 1992 the Assembly's Women's Caucus motion to establish a Gender Issues Standing Committee was approved by the Assembly. Concurrent with these events was a significant increase in the number and percentage of elected female Legislative Assembly delegates (Keetz, 1995): there was an increase from 11 (15%), a percentage which is below the percentage of full-time female faculty (22%), in 1980-81 to a high of 27 (30%) in 1994-95, an increase which is slightly lower than the percentage of full-time female faculty (34%). This significant increase in number and percentage (of elected female Legislative Assembly delegates) began four years ago and continued through 1994-95. However, women continue to be underrepresented in leadership positions within the organization, although committee membership has increased. (Keetz, 1989; *1994-95 APSCUF Leadership Directory*)

This longitudinal study examines the readily available data about State System faculty to answer the following series of significant questions related to the inclusion of women in the 1988 *Prospectus* as an equity group, concerns expressed in *Priorities* (1990), omission of gender equity issues in *Values* (1991), and affirmative action plans for the 1990s in *Equity Plan* (1994).

1) What are the numbers and percentages of full-time female faculty at each professorial rank prior to and subsequent to the State System's 1988 affirmative action plan (*Prospectus*)?

2) Have the number and percentage of female faculty increased since *Prospectus* (1988) was adopted?

3) Are female faculty represented equitably in number and percentage at each professorial rank?

4) Has the ratio of female undergraduate FTE enrollment to female full-time total faculty decreased significantly since *Prospectus* (1988) was adopted?

These and other questions concerning faculty gender equity within the State System and at each of the 14 State System Universities will be examined in this study.

III. METHOD

The author has collected State System data about full-time faculty by rank and gender and students by enrollment status and gender. The State System Universities are classified as Category II-A or II-B institutions in the American Association of University Professors' (AAUP) annual report on the economic status of the profession. This classification system permits comparative analyses between the State System, national averages, and a sample of similar national public colleges/universities.

Data about full-time faculty in the State System were obtained from the following sources:

1974 - 1975

AAUP's annual report on the economic status of the profession. This was the first year that AAUP reported faculty at each professorial rank by sex. No faculty data were available from the Pennsylvania Department of Education for this year.

1975-76 through 1985-86 and 1987-88 through 1994-95

Division of Data Services, Pennsylvania Department of Education.

1986 - 1987

Central Management Information Center Data Base. Complete data were not available from the Pennsylvania Department of Education or AAUP's annual report on the economic status of the profession.

Linear interpolation was used to estimate full-time faculty for Cheyney University in 1976-77 and 1977-78 and for Mansfield University in 1975-76 as no data were reported by these institutions for these time periods. Estimated numbers for full-time faculty at Cheyney and Mansfield were rounded to the nearest whole numbers in *Tables 1-5*; this explained the slight differences in total numbers for Cheyney (1976-77 and 1977-78) and Mansfield (1975-76) in *Appendix A Table 1*.

Data about full-time and part-time undergraduate students enrolled in the State System from 1974-75 through 1994-95 were obtained from the Division of Data Services, Pennsylvania Department of Education. Full-time equivalent (FTE) for students was calculated as:

FTE = Number of full-time students +1/2 Number of part-time students.

Fractional student FTE enrollment figures were rounded to the nearest whole numbers in *Tables 7 and 8*; this explained the slight differences in total numbers in *Appendix A Tables 4*.

The term "status" was defined as the number of full-time faculty and their distribution among the four professorial ranks: professor, associate professor, assistant professor and instructor.

The definitions for Category II-A or II-B public colleges/universities were the same as those used by AAUP in its annual reports on the economic status of the profession:

Category II-A ***(Comprehensive Institutions)***

These institutions are characterized by diverse post-baccalaureate programs (including first professional) but do not engage in significant doctoral-level education.

Category II-B ***(General Baccalaureate)***

These institutions are characterized by their primary emphasis on general undergraduate baccalaureate level education. These institutions are not significantly engaged in post-baccalaureate education.

Comparative data about full-time faculty at selected Category II-A and II-B public colleges/universities were obtained from the following sources:

California

1989-90

Information about 17 of the 19 California State Universities was obtained from AAUP's Annual Report on the Economic Status of the Profession, 1989-90 (*Academe: Bulletin of the AAUP, 1990*). Two universities were excluded because they were polytechnic institutions.

1994-95

Information about 17 of the 20 California State Universities was obtained from AAUP's Annual Report on the Economic Status of the Profession, 1994-95 (*Academe: Bulletin of the AAUP, 1995*). Two universities were excluded because they were polytechnic institutions and a third university was excluded because it was not cited in AAUP's 1989-90 Report (1990).

New York

Data for the 12 State University of New York (SUNY) Colleges in these Categories were obtained from AAUP's Annual Reports on the Economic Status of the Profession, 1989-90 (1990) and 1994-95 (1995).

New Jersey

Data for the eight State Colleges were obtained from the New Jersey Department of Higher Education.

National Totals

Data were tabulated by Maryse Eymonerie Associates and based on information provided by institutions for the purpose of the AAUP Annual Reports on the Economic Status of the Profession, 1989-90 *(Academe: Bulletin of the AAUP, 1990)* and 1994-95 *(Academe: Bulletin of the AAUP, 1995).*

IV. FINDINGS REGARDING SYSTEM-WIDE DATA

1. *Number, Percentage and Distribution of Full-time Total Faculty by Institution and Sex*
   (Table 1, Figure 1, Appendix A Tables 1, and Appendix B Figures 1)

During the 21-year period, the number of full-time State System total faculty grew in number from 4,095 to 4,558, an increase of 463 positions (*Table 1*). Female total faculty numbered 890 in 1974-75 and 1,552 in 1994-95, an increase of 662 women. During the same period, the number of male faculty declined from 3,205 to 3,006, a decrease of 199 males. The increase in the number of female total faculty in the State System averaged 31.5 positions per year since 1974-75, whereas the number of male faculty has decreased an average of 9.5 positions in the same time period.

During the five-year period from 1990-91 to 1994-95, the number of full-time State System total faculty decreased in number from 4,577 to 4,558, a loss of 19 positions (*Table 1*). Female faculty numbered 1,404 in 1990-91 and 1,552 in 1994-95, an increase of 148 women. During the same period, the number of male total faculty declined from 3,173 to 3,006, a decrease of 167 males. The increase in the number of female total faculty averaged 29.6 positions per year since 1990-91; however, the number of male faculty decreased an average of 33.4 positions in the same time period.

Figure 1 - Full-time Total Faculty by Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-94

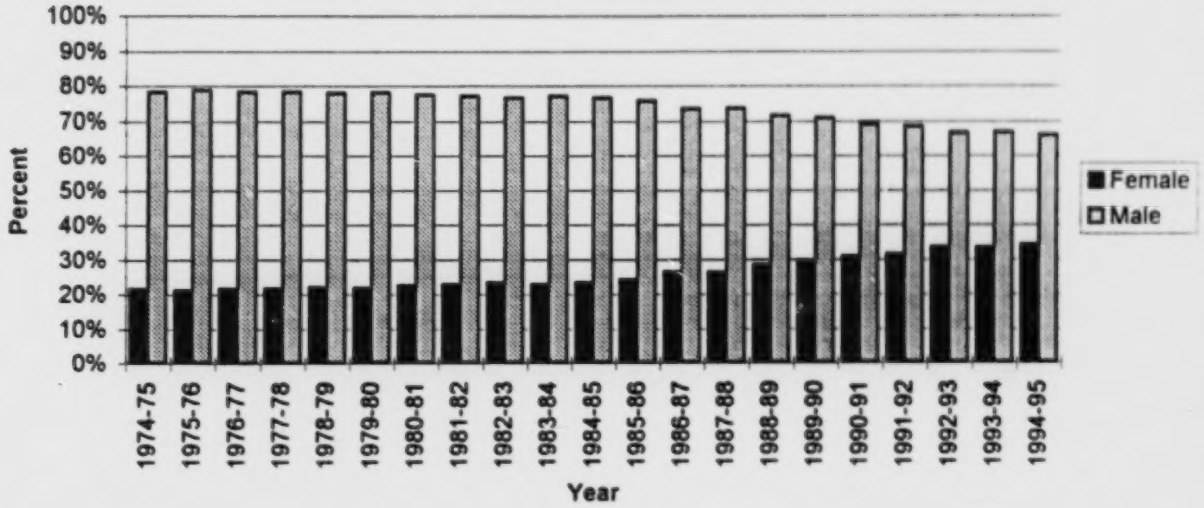


TABLE 1
Distribution of Full-time Total Faculty by Institution and Sex

PA State Colleges and University, 1974 - 1983
PA State System of Higher Education, 1983 - 1994

	Bloomsbrg		California		Cheyney		Clarion		E.Strdbrg		Edinboro		Indiana		Kutztown		L. Haven		Mansfield		Millersville		Shippnbrg		Slip. Rock		W. Chester		TOTALS		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	TOTAL
Year	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	44	219	52	284	50	95	50	196	57	151	64	341	122	414	57	200	35	123	56	156	64	205	55	241	66	236	118	344	890	3205	4095
	17%	83%	15%	85%	34%	66%	20%	80%	27%	73%	16%	84%	23%	77%	22%	78%	22%	78%	26%	74%	24%	76%	19%	81%	22%	78%	26%	74%	22%	78%	100%
1975-76	46	224	41	262	49	134	54	202	49	153	61	347	120	411	55	207	38	124	52	153	57	215	37	235	72	236	133	321	864	3224	4088
	17%	83%	14%	86%	27%	73%	21%	79%	24%	76%	15%	85%	23%	77%	21%	79%	23%	77%	25%	75%	21%	79%	14%	86%	23%	77%	29%	71%	21%	79%	100%
1976-77	47	229	44	268	50	114	57	203	52	156	67	348	120	421	58	209	33	123	47	151	65	211	38	226	76	239	138	328	892	3226	4118
	17%	83%	14%	86%	30%	70%	22%	78%	25%	75%	16%	84%	22%	78%	22%	78%	21%	79%	24%	76%	24%	76%	14%	86%	24%	76%	30%	70%	22%	78%	100%
1977-78	51	230	46	271	68	116	54	195	53	165	63	342	119	427	53	209	33	123	47	151	80	228	36	240	73	230	126	336	902	3263	4165
	18%	82%	15%	85%	37%	63%	22%	78%	24%	76%	16%	84%	22%	78%	20%	80%	21%	79%	24%	76%	26%	74%	13%	87%	24%	76%	27%	73%	22%	78%	100%
1978-79	58	237	49	270	68	116	57	199	63	166	61	336	132	428	55	209	35	119	44	155	66	219	33	240	76	232	125	344	922	3270	4192
	20%	80%	15%	85%	37%	63%	22%	78%	28%	72%	15%	85%	24%	76%	21%	79%	23%	77%	22%	78%	23%	77%	12%	88%	25%	75%	27%	73%	22%	78%	100%
1979-80	64	235	46	261	68	116	50	206	50	161	59	326	137	417	50	215	31	118	39	149	64	235	32	246	79	232	134	334	903	3251	4154
	21%	79%	15%	85%	37%	63%	20%	80%	24%	76%	15%	85%	25%	75%	19%	81%	21%	79%	21%	79%	21%	79%	12%	88%	25%	75%	29%	71%	22%	78%	100%
1980-81	64	235	41	246	68	113	54	211	59	163	51	293	154	464	54	214	40	122	37	127	68	225	31	240	78	228	136	341	935	3222	4157
	21%	79%	14%	86%	38%	62%	20%	80%	27%	73%	15%	85%	25%	75%	20%	80%	25%	75%	23%	77%	23%	77%	11%	89%	25%	75%	29%	71%	22%	78%	100%
1981-82	70	232	41	244	65	109	54	208	57	170	62	282	166	478	54	212	39	124	36	131	68	218	27	238	81	238	133	331	953	3215	4168
	23%	77%	14%	86%	37%	63%	21%	79%	25%	75%	18%	82%	26%	74%	20%	80%	24%	76%	22%	78%	24%	76%	10%	90%	25%	75%	29%	71%	23%	77%	100%
1982-83	74	237	39	228	62	101	56	218	59	169	60	266	194	495	56	214	40	127	42	149	62	217	31	240	79	231	130	332	984	3224	4208
	24%	76%	15%	85%	38%	62%	20%	80%	26%	74%	18%	82%	28%	72%	21%	79%	24%	76%	22%	78%	22%	78%	11%	89%	25%	75%	28%	72%	23%	77%	100%

TABLE 1 (Continued)

Year	Bloomsbrg F	Bloomsbrg M	California F	California M	Cheyney F	Cheyney M	Clairon F	Clairon M	E.Strdbrg F	E.Strdbrg M	Edinboro F	Edinboro M	Indiana F	Indiana M	Kutztown F	Kutztown M	L. Haven F	L. Haven M	Mansfield F	Mansfield M	Millersville F	Millersville M	Shippnbrg F	Shippnbrg M	Slip. Rock F	Slip. Rock M	W. Chester F	W. Chester M	TOTALS F	TOTALS M	TOTALS TOTAL
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1983-84	74	241	40	229	46	85	59	210	57	170	50	252	163	476	57	214	37	130	31	130	76	223	37	238	76	239	131	326	934	3163	4097
	23%	77%	15%	85%	35%	65%	22%	78%	25%	75%	17%	83%	26%	74%	21%	79%	22%	78%	19%	81%	25%	75%	13%	87%	24%	76%	29%	71%	23%	77%	100%
1984-85	78	250	42	219	49	89	51	196	58	178	50	249	175	488	62	218	36	129	44	142	75	227	43	230	79	242	126	318	968	3175	4143
	24%	76%	16%	84%	36%	64%	21%	79%	25%	75%	17%	83%	26%	74%	22%	78%	22%	78%	24%	76%	25%	75%	16%	84%	25%	75%	28%	72%	23%	77%	100%
1985-86	91	246	41	222	52	90	86	231	57	163	57	247	153	453	64	221	38	130	42	137	78	228	43	231	84	246	121	323	1007	3168	4175
	27%	73%	16%	84%	37%	63%	27%	73%	26%	74%	19%	81%	25%	75%	22%	78%	23%	77%	23%	77%	25%	75%	16%	84%	25%	75%	27%	73%	24%	76%	100%
1986-87	100	244	50	224	55	100	80	237	66	174	71	258	197	505	102	237	40	136	43	136	84	229	61	248	98	250	147	350	1194	3328	4522
	29%	71%	18%	82%	35%	65%	25%	75%	28%	73%	22%	78%	28%	72%	30%	70%	23%	77%	24%	76%	27%	73%	20%	80%	28%	72%	30%	70%	26%	74%	100%
1987-88	85	241	50	220	54	88	88	232	67	170	70	252	172	460	107	244	36	129	39	133	81	230	55	233	101	242	129	313	1134	3187	4321
	26%	74%	19%	81%	38%	62%	28%	73%	28%	72%	22%	78%	27%	73%	30%	70%	22%	78%	23%	77%	26%	74%	19%	81%	29%	71%	29%	71%	26%	74%	100%
1988-89	96	244	60	223	43	67	104	213	74	168	84	252	193	489	113	240	45	129	41	133	80	229	72	239	116	250	151	329	1272	3205	4477
	28%	72%	21%	79%	39%	61%	33%	67%	31%	69%	25%	75%	28%	72%	32%	68%	26%	74%	24%	76%	26%	74%	23%	77%	32%	68%	31%	69%	28%	72%	100%
1989-90	99	249	74	232	44	62	111	209	70	151	111	262	178	459	117	245	55	128	46	131	93	234	69	228	106	249	126	339	1299	3178	4477
	28%	72%	24%	76%	42%	58%	35%	65%	32%	68%	30%	70%	28%	72%	32%	68%	30%	70%	26%	74%	28%	72%	23%	77%	30%	70%	27%	73%	29%	71%	100%
1990-91	91	248	82	241	20	37	115	215	92	167	122	270	196	458	132	251	66	132	49	128	96	231	72	228	117	246	154	321	1404	3173	4577
	27%	73%	25%	75%	35%	65%	35%	65%	36%	64%	31%	69%	30%	70%	34%	66%	33%	67%	28%	72%	29%	71%	24%	76%	32%	68%	32%	68%	31%	69%	100%
1991-92	99	240	99	280	17	30	111	231	85	164	139	277	189	460	129	241	78	133	49	129	105	221	71	227	122	245	171	320	1464	3198	4662
	29%	71%	26%	74%	36%	64%	32%	68%	34%	66%	33%	67%	29%	71%	35%	65%	37%	63%	28%	72%	32%	68%	24%	76%	33%	67%	35%	65%	31%	69%	100%
1992-93	109	229	82	236	34	53	121	210	84	155	138	253	214	442	145	255	77	124	50	129	107	207	73	215	132	246	177	318	1543	3072	4615
	32%	68%	26%	74%	39%	61%	37%	63%	35%	65%	35%	65%	33%	67%	36%	64%	38%	62%	28%	72%	34%	66%	25%	75%	35%	65%	36%	64%	33%	67%	100%
1993-94	114	234	77	225	40	56	96	189	80	154	128	256	214	444	134	248	76	121	56	123	105	208	74	218	135	243	178	305	1507	3024	4531
	33%	67%	25%	75%	42%	58%	34%	66%	34%	66%	33%	67%	33%	67%	35%	65%	39%	61%	31%	69%	34%	66%	25%	75%	36%	64%	37%	63%	33%	67%	100%
1994-95	114	229	81	224	41	60	100	189	77	154	124	242	233	438	152	254	75	129	54	120	104	204	83	220	141	235	173	308	1552	3006	4558
	33%	67%	27%	73%	41%	59%	35%	65%	33%	67%	34%	66%	35%	65%	37%	63%	37%	63%	31%	69%	34%	66%	27%	73%	38%	63%	36%	64%	34%	66%	100%

During the 21-year period the percentage of female total faculty increased at the individual campuses: Edinboro (18%), Bloomsburg (16%), Slippery Rock (16%), Clarion (15%), Kutztown (15%), Lock Haven (15%), California (12%), Indiana (12%), Millersville (10%), West Chester (10%), Shippensburg (8%), Cheyney (7%), East Stroudsburg (6%), and Mansfield (5%). The overall percentage increase of female total faculty in the State System was 12 percent from 1974-75 (22%) to 1994-95 (34%), an average of 0.60 percent per year.

During the five-year period from 1990-91 to 1994-95, the percentage of female total faculty increased at 12 universities: Bloomsburg (6%), Cheyney (6%), Slippery Rock (6%), Indiana (5%), Millersville (5%), Lock Haven (4%), West Chester (4%), Edinboro (3%), Kutztown (3%), Mansfield (3%), Shippensburg (3%), and California (2%). The percentage remained the same at Clarion and decreased at East Stroudsburg (3%). *Table 1, Appendix A Table 1* for each university and *Appendix B Figure 1* for each university should be examined carefully to determine the variability of numbers and percentages of full-time State System total faculty by sex from 1974-75 through 1994-95.

---

2. ***Number, Percentage, and Distribution of Full-time Professors by Institution and Sex***
(Table 2, Figure 2, Appendix A Tables 1, and Appendix B Figures 2)

The number of State System full-time faculty at the highest rank has increased from 1,167 to 1,548, an increase of 381 positions during the 21-year time period (*Table 2*). The number of faculty at the professor rank has increased for both women and men; however, the increase in the number of male faculty is greater. Female professors numbered 130 in 1974-75 and 273 in 1994-95, an increase of 143 women since 1974-75. During the same time period, the number of male professors increased from 1,037 to 1,275, an increase of 238 males since 1974-75. This data shows that approximately one in three faculty hired or advanced to the professor level since 1974-75 were women.

During the five-year period from 1990-91 to 1994-95, full-time State System total faculty at the full professor level has decreased from 1,553 to 1,548, a loss of five positions (*Table 2*). Female full professors numbered 224 in 1990-91 and 273 in 1994-95, an increase of 49 women. During the same time period, the number of male full professors declined from 1,329 to 1,275, a decrease of 54 males. *Figure 2* shows a slow, steady decline in the number of male full professors since 1990-91 whereas there has been a slow increase of female full professors.

Figure 2 - Full-time Professor by Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-94

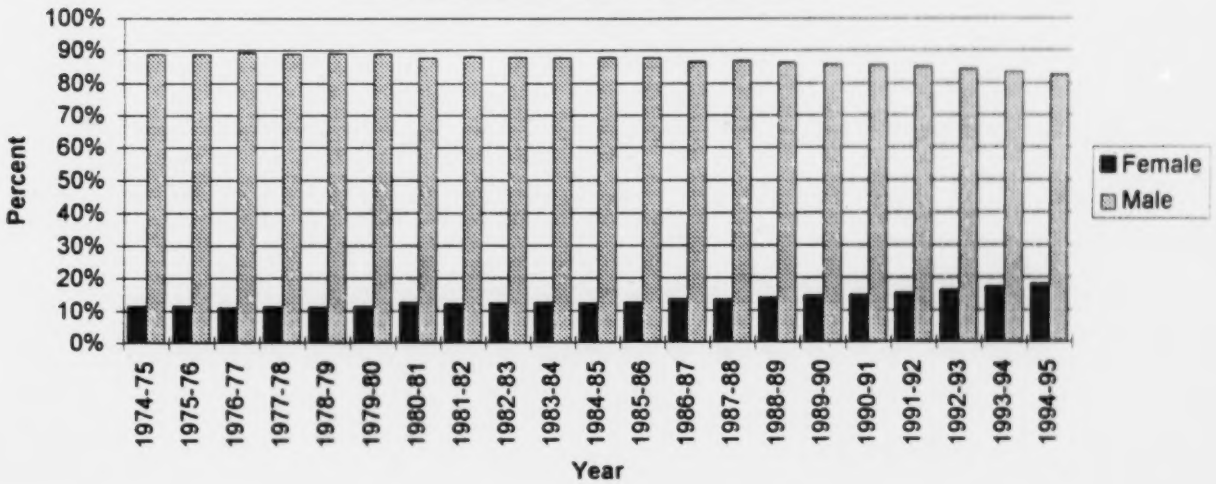


TABLE 2
Distribution of Full-time Professors by Institution and Sex

PA State Colleges and University, 1974 - 1983
PA State System of Higher Education, 1983 - 1994

	Bloomsbrg		California		Cheyney		Clairon		E.Strdbrg		Edinboro		Indiana		Kutztown		L. Haven		Mansfield		Millersville		Shippnbrg		Slip. Rock		W. Chester		TOTALS		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	TOTAL
Year	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	9	73	5	113	7	25	6	58	8	53	8	105	17	155	13	51	6	31	5	41	7	61	6	67	7	75	26	129	130	1037	1167
	11%	89%	4%	96%	22%	78%	9%	91%	13%	87%	7%	93%	10%	90%	20%	80%	16%	84%	11%	89%	10%	90%	8%	92%	9%	91%	17%	83%	11%	89%	100%
1975-76	10	73	5	110	6	32	8	59	9	59	9	112	18	168	13	60	7	34	5	42	7	66	6	69	8	85	24	111	135	1080	1215
	12%	88%	4%	96%	16%	84%	12%	88%	13%	87%	7%	93%	10%	90%	18%	82%	17%	83%	11%	89%	10%	90%	8%	92%	9%	91%	18%	82%	11%	89%	100%
1976-77	11	75	7	111	6	29	8	61	8	65	9	124	21	185	14	62	5	37	4	44	6	69	6	74	8	92	24	110	137	1138	1275
	13%	87%	6%	94%	17%	83%	12%	88%	11%	89%	7%	93%	10%	90%	18%	82%	12%	88%	8%	92%	8%	92%	8%	93%	8%	92%	18%	82%	11%	89%	100%
1977-78	9	76	7	111	13	42	8	62	10	66	9	129	25	186	14	67	6	40	3	44	6	82	5	85	9	94	26	118	150	1202	1352
	11%	89%	6%	94%	24%	76%	11%	89%	13%	87%	7%	93%	12%	88%	17%	83%	13%	87%	6%	94%	7%	93%	6%	94%	9%	91%	18%	82%	11%	89%	100%
1978-79	9	81	1	112	13	42	11	64	10	68	10	128	28	190	15	69	6	40	5	48	6	82	5	91	8	97	21	117	148	1229	1377
	10%	90%	1%	99%	24%	76%	15%	85%	13%	87%	7%	93%	13%	87%	18%	82%	13%	87%	9%	91%	7%	93%	5%	95%	8%	92%	15%	85%	11%	89%	100%
1979-80	11	81	7	111	13	42	12	70	9	70	8	125	27	193	14	73	6	40	4	51	6	85	5	94	11	101	22	118	155	1254	1409
	12%	88%	6%	94%	24%	76%	15%	85%	11%	89%	6%	94%	12%	88%	16%	84%	13%	87%	7%	93%	7%	93%	5%	95%	10%	90%	16%	84%	11%	89%	100%
1980-81	11	87	6	108	16	42	13	74	9	65	9	117	29	205	18	76	8	43	4	46	8	82	5	96	17	105	24	120	177	1266	1443
	11%	89%	5%	95%	28%	72%	15%	85%	12%	88%	7%	93%	12%	88%	19%	81%	16%	84%	8%	92%	9%	91%	5%	95%	14%	86%	17%	83%	12%	88%	100%
1981-82	12	85	6	110	15	38	12	73	11	74	8	113	29	205	19	82	9	45	4	44	6	84	4	103	17	110	20	118	172	1284	1456
	12%	88%	5%	95%	28%	72%	14%	86%	13%	87%	7%	93%	12%	88%	19%	81%	17%	83%	8%	92%	7%	93%	4%	96%	13%	87%	14%	86%	12%	88%	100%
1982-83	12	87	9	110	14	36	11	81	12	76	11	113	28	209	19	86	11	45	4	46	8	88	4	109	17	111	21	121	181	1318	1499
	12%	88%	8%	92%	28%	72%	12%	88%	14%	86%	9%	91%	12%	88%	18%	82%	20%	80%	8%	92%	8%	92%	4%	96%	13%	87%	15%	85%	12%	88%	100%

TABLE 2 (Continued)

Year	Bloomsbrg F	Bloomsbrg M	California F	California M	Cheyney F	Cheyney M	Clarion F	Clarion M	E.Strdbrg F	E.Strdbrg M	Edinboro F	Edinboro M	Indiana F	Indiana M	Kutztown F	Kutztown M	L. Haven F	L. Haven M	Mansfield F	Mansfield M	Millersville F	Millersville M	Shippnbrg F	Shippnbrg M	Slp. Rock F	Slp. Rock M	W. Chester F	W. Chester M	TOTALS F	TOTALS M	TOTALS TOTAL
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1983-84	12	87	10	105	15	33	11	80	12	76	11	114	32	206	18	88	10	48	4	44	7	89	5	112	16	114	22	121	185	1317	1502
	12%	88%	9%	91%	31%	69%	12%	88%	14%	86%	9%	91%	13%	87%	17%	83%	17%	83%	8%	92%	7%	93%	4%	96%	12%	88%	15%	85%	12%	88%	100%
1984-85	14	90	10	104	13	34	9	79	14	80	11	120	30	215	17	88	10	49	4	47	7	87	6	112	17	116	22	120	184	1341	1525
	13%	87%	9%	91%	28%	72%	10%	90%	15%	85%	8%	92%	12%	88%	16%	84%	17%	83%	8%	92%	7%	93%	5%	95%	13%	87%	15%	85%	12%	88%	100%
1985-86	12	88	11	101	14	39	10	82	15	82	12	121	27	211	16	90	12	49	4	46	7	88	7	114	17	115	23	119	187	1345	1532
	12%	88%	10%	90%	26%	74%	11%	89%	15%	85%	9%	91%	11%	89%	15%	85%	20%	80%	8%	92%	7%	93%	6%	94%	13%	87%	16%	84%	12%	88%	100%
1986-87	14	81	14	100	16	39	9	88	17	84	16	123	33	217	17	88	10	51	5	49	10	94	7	120	18	115	25	124	211	1373	1584
	15%	85%	12%	88%	29%	71%	9%	91%	17%	83%	12%	88%	13%	87%	16%	84%	16%	84%	9%	91%	10%	90%	6%	94%	14%	86%	17%	83%	13%	87%	100%
1987-88	14	81	14	99	15	35	8	88	17	80	14	124	29	202	18	83	11	50	5	51	11	95	7	120	18	117	22	116	203	1341	1544
	15%	85%	12%	88%	30%	70%	8%	92%	18%	82%	10%	90%	13%	87%	18%	82%	18%	82%	9%	91%	10%	90%	6%	94%	13%	87%	16%	84%	13%	87%	100%
1988-89	16	82	15	95	13	26	9	83	18	81	15	129	30	211	18	88	10	47	3	51	13	101	10	132	20	115	24	118	214	1359	1573
	16%	84%	14%	86%	33%	67%	10%	90%	18%	82%	10%	90%	12%	88%	17%	83%	18%	82%	6%	94%	11%	89%	7%	93%	15%	85%	17%	83%	14%	86%	100%
1989-90	17	86	14	94	15	25	9	79	19	72	14	121	29	201	18	92	10	49	3	50	13	100	14	139	19	112	29	125	223	1345	1568
	17%	83%	13%	87%	38%	63%	10%	90%	21%	79%	10%	90%	13%	87%	16%	84%	17%	83%	6%	94%	12%	88%	9%	91%	15%	85%	19%	81%	14%	86%	100%
1990-91	16	89	15	91	6	16	10	86	19	71	14	119	32	208	21	90	10	45	3	51	16	91	17	141	18	109	27	122	224	1329	1553
	15%	85%	14%	86%	27%	73%	10%	90%	21%	79%	11%	89%	13%	87%	19%	81%	18%	82%	6%	94%	15%	85%	11%	89%	14%	86%	18%	82%	14%	86%	100%
1991-92	18	88	16	92	6	11	13	95	20	73	15	115	30	204	21	92	9	46	3	48	16	94	17	144	19	105	29	121	232	1328	1560
	17%	83%	15%	85%	35%	65%	12%	88%	22%	78%	12%	88%	13%	87%	19%	81%	16%	84%	6%	94%	15%	85%	11%	89%	15%	85%	19%	81%	15%	85%	100%
1992-93	16	79	17	89	13	18	13	82	20	72	13	101	34	207	19	91	7	38	3	40	20	90	16	133	21	104	23	110	235	1254	1489
	17%	83%	16%	84%	42%	58%	14%	86%	22%	78%	11%	89%	14%	86%	17%	83%	16%	84%	7%	93%	18%	82%	11%	89%	17%	83%	17%	83%	16%	84%	100%
1993-94	17	81	19	90	14	21	13	80	24	70	12	99	34	209	23	95	8	38	5	42	20	97	16	131	21	105	27	109	253	1267	1520
	17%	83%	17%	83%	40%	60%	14%	86%	26%	74%	11%	89%	14%	86%	19%	81%	17%	83%	11%	89%	17%	83%	11%	89%	17%	83%	20%	80%	17%	83%	100%
1994-95	20	84	19	98	13	20	15	83	24	73	13	99	43	212	25	97	7	40	6	43	19	91	18	125	22	102	29	108	273	1275	1548
	19%	81%	16%	84%	39%	61%	15%	85%	25%	75%	12%	88%	17%	83%	20%	80%	15%	85%	12%	88%	17%	83%	13%	87%	18%	82%	21%	79%	18%	82%	100%

The percentage of female professors increased at 12 universities during the 21-year period: Cheyney (17%), California (12%), East Stroudsburg (12%), Slippery Rock (9%), Bloomsburg (8%), Indiana (7%), Millersville (7%), Clarion (6%), Edinboro (5%), Shippensburg (5%), West Chester (4%), and Mansfield (1%). The percentage of female professors declined at one campus, Lock Haven (1%), and remained about the same at another university, Kutztown.

During the 5-year period from 1990-91 to 1994-95 there was a percentage increase of female full professors at 13 universities: Cheyney (12%), Mansfield (6%), Clarion (5%), Bloomsburg (4%), East Stroudsburg (4%), Indiana (4%), Slippery Rock (4%), West Chester (3%), California (2%), Millersville (2%), Shippensburg (2%), Kutztown (1%), and Edinboro (1%). The female professors declined at one university, Lock Haven (3%). *Table 2, Appendix A Table 1* for each university,and *Appendix B Figure 2* for each university should be examined carefully to determine the variability of numbers and percentages of full-time State System faculty at the professor rank by sex from 1974-75 through 1994-95.

---

3. *Number, Percentage, and Distribution of Full-time Associate Professors by Institution and Sex*
(Table 3, Figure 3, Appendix A Tables 1, and Appendix B Figures 3)

The number of State System full-time faculty at the second highest rank has decreased from 1,616 to 1,322, a decrease of 294 positions during the 21-year period (*Table 3*). The number of female associate professors increased from 309 in 1974-75 to 429 in 1994-95, an increase of 120 women. During the same period, the number of male associate professors declined from 1,307 to 893, a decrease of 414 males. The increase in the number of female associate professors and the decrease in the number of male associate professors has continued steadily since 1986-87 *(Figure 3)*.

During the five-year period from 1990-91 to 1994-95, the number of full-time associate professors decreased from 1,380 to 1,322, a loss of 58 positions (*Table 3*). Female associate professors numbered 365 in 1990-91 and 429 in 1994-95, an increase of 64 women. During the same time period, the number of male associate professors declined from 1,015 to 893, a loss of 122 positions. *Figure 3* shows that there has been a slow and consistent decline in the number of male associate professors since 1990-91 whereas the number of female associate professors has increased steadily.

Figure 3 - Full-time Associate Professor by Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-94

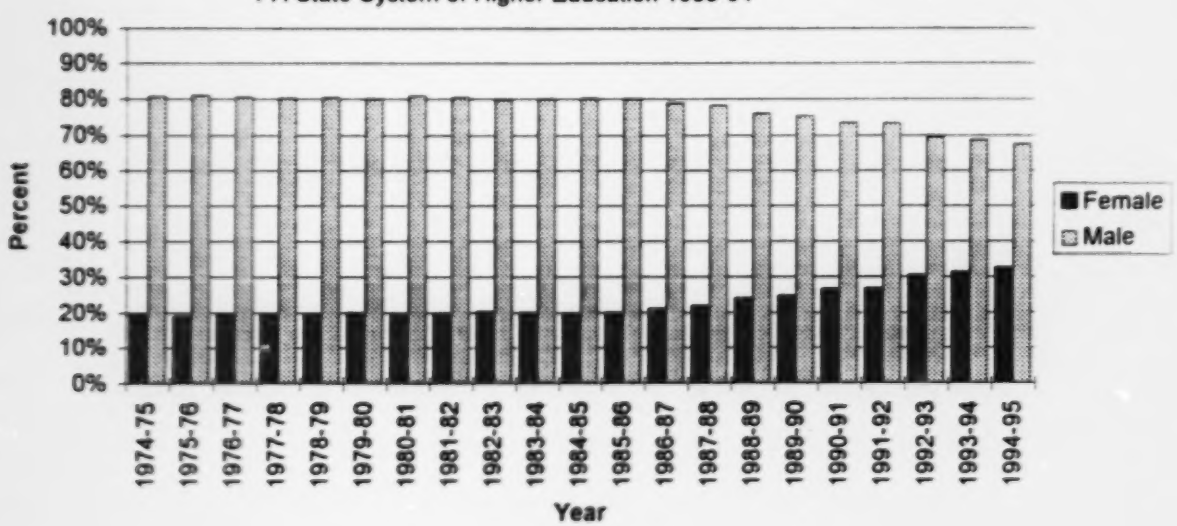


TABLE 3
Distribution of Full-time Associate Professors by Institution and Sex

PA State Colleges and University, 1974 - 1983
PA State System of Higher Education, 1983 - 1994

	Bloomsbrg		California		Cheyney		Clarion		E.Strdbrg		Edinboro		Indiana		Kutztown		L. Haven		Mansfield		Millersville		Shippnbrg		Slp. Rock		W. Chester		TOTALS		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	TOTAL
Year	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	16	90	23	130	21	37	19	88	15	55	15	132	47	163	19	91	15	48	17	72	21	83	14	84	18	85	49	149	309	1307	1616
	15%	85%	15%	85%	36%	64%	18%	82%	21%	79%	10%	90%	22%	78%	17%	83%	24%	76%	19%	81%	20%	80%	14%	86%	17%	83%	25%	75%	19%	81%	100%
1975-76	15	92	18	114	22	58	18	92	16	53	16	128	45	155	19	97	16	50	16	68	23	98	14	86	18	84	52	149	308	1324	1632
	14%	86%	14%	86%	28%	73%	16%	84%	23%	77%	11%	89%	23%	78%	16%	84%	24%	76%	19%	81%	19%	81%	14%	86%	18%	82%	26%	74%	19%	81%	100%
1976-77	17	96	19	117	21	48	21	91	19	56	15	119	44	149	18	99	17	52	15	65	27	91	16	85	19	86	42	142	310	1296	1606
	15%	85%	14%	86%	30%	70%	19%	81%	25%	75%	11%	89%	23%	77%	15%	85%	25%	75%	19%	81%	23%	77%	16%	84%	18%	82%	23%	77%	19%	81%	100%
1977-78	20	96	20	116	30	55	18	86	16	56	15	124	43	152	20	93	17	54	14	65	32	93	16	89	20	87	42	152	323	1318	1641
	17%	83%	15%	85%	35%	65%	17%	83%	22%	78%	11%	89%	22%	78%	18%	82%	24%	76%	18%	82%	26%	74%	15%	85%	19%	81%	22%	78%	20%	80%	100%
1978-79	18	105	26	112	30	55	15	86	18	62	17	127	44	156	19	93	17	54	10	70	28	88	14	89	20	83	44	152	320	1332	1652
	15%	85%	19%	81%	35%	65%	15%	85%	23%	78%	12%	88%	22%	78%	17%	83%	24%	76%	13%	88%	24%	76%	14%	86%	19%	81%	22%	78%	19%	81%	100%
1979-80	21	104	24	112	30	55	13	89	18	62	21	127	41	141	19	95	17	52	14	62	27	93	13	86	18	79	45	147	321	1304	1625
	17%	83%	18%	82%	35%	65%	13%	87%	23%	78%	14%	86%	23%	77%	17%	83%	25%	75%	18%	82%	23%	78%	13%	87%	19%	81%	23%	77%	20%	80%	100%
1980-81	20	104	21	103	33	54	12	88	18	65	15	110	43	165	14	92	16	52	12	53	28	97	10	80	14	77	45	140	301	1280	1581
	16%	84%	17%	83%	38%	62%	12%	88%	22%	78%	12%	88%	21%	79%	13%	87%	24%	76%	18%	82%	22%	78%	11%	89%	15%	85%	24%	76%	19%	81%	100%
1981-82	17	102	22	99	30	56	12	79	19	64	21	106	40	167	13	89	14	54	11	55	29	93	9	76	18	77	48	142	303	1259	1562
	14%	86%	18%	82%	35%	65%	13%	87%	23%	77%	17%	83%	19%	81%	13%	87%	21%	79%	17%	83%	24%	76%	11%	89%	19%	81%	25%	75%	19%	81%	100%
1982-83	18	95	20	88	27	55	12	81	21	63	21	92	45	161	12	88	14	55	12	60	23	90	11	72	19	70	47	134	302	1204	1506
	16%	84%	19%	81%	33%	67%	13%	87%	25%	75%	19%	81%	22%	78%	12%	88%	20%	80%	17%	83%	20%	80%	13%	87%	21%	79%	26%	74%	20%	80%	100%

TABLE 3 (Continued)

Year	Bloomsbrg F	Bloomsbrg M	California F	California M	Cheyney F	Cheyney M	Clarion F	Clarion M	E.Strdbrg F	E.Strdbrg M	Edinboro F	Edinboro M	Indiana F	Indiana M	Kutztown F	Kutztown M	L. Haven F	L. Haven M	Mansfield F	Mansfield M	Millersville F	Millersville M	Shippnbrg F	Shippnbrg M	Slip. Rock F	Slip. Rock M	W. Chester F	W. Chester M	TOTALS F	TOTALS M	TOTAL
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1983-84	17	89	18	88	19	42	12	75	21	63	16	84	38	155	14	85	10	56	10	54	33	83	14	76	19	66	45	140	286	1156	1442
	16%	84%	17%	83%	31%	69%	14%	86%	25%	75%	16%	84%	20%	80%	14%	86%	15%	85%	16%	84%	28%	72%	16%	84%	22%	78%	24%	76%	20%	80%	100%
1984-85	17	93	16	81	22	45	10	70	19	63	17	80	38	152	16	81	10	62	13	58	28	83	15	76	18	64	43	141	280	1147	1427
	15%	85%	16%	84%	33%	67%	13%	88%	23%	77%	18%	82%	19%	81%	16%	84%	14%	86%	19%	81%	25%	75%	16%	84%	22%	78%	23%	77%	20%	80%	100%
1985-86	17	87	14	83	25	41	12	84	20	53	18	76	38	133	17	85	7	61	11	52	28	79	12	76	19	64	39	138	275	1112	1387
	16%	84%	14%	86%	38%	62%	13%	88%	27%	73%	19%	81%	21%	79%	17%	83%	10%	90%	17%	83%	26%	74%	14%	86%	23%	77%	22%	78%	20%	80%	100%
1986-87	17	88	13	83	24	48	11	77	20	52	18	79	41	154	30	91	7	57	10	51	30	80	17	81	21	61	40	133	299	1135	1434
	16%	84%	14%	86%	33%	67%	13%	88%	28%	72%	19%	81%	21%	79%	25%	75%	11%	89%	16%	84%	27%	73%	17%	83%	26%	74%	23%	77%	21%	79%	100%
1987-88	15	85	13	85	24	38	15	75	20	53	17	74	39	142	31	97	6	57	9	47	30	82	22	70	20	60	42	130	303	1095	1398
	15%	85%	13%	87%	39%	61%	17%	83%	27%	73%	19%	81%	22%	78%	24%	76%	10%	90%	16%	84%	27%	73%	24%	76%	25%	75%	24%	76%	22%	78%	100%
1988-89	21	87	14	82	18	33	23	70	25	49	17	65	39	151	36	94	7	56	12	46	29	78	26	58	22	63	44	130	333	1062	1395
	19%	81%	15%	85%	35%	65%	25%	75%	34%	66%	21%	79%	21%	79%	28%	72%	11%	89%	21%	79%	27%	73%	31%	69%	26%	74%	25%	75%	24%	76%	100%
1989-90	23	92	16	80	17	29	22	68	24	49	16	64	42	138	34	93	10	50	13	44	28	76	26	52	24	69	37	124	332	1028	1360
	20%	80%	17%	83%	37%	63%	24%	76%	33%	67%	20%	80%	23%	77%	27%	73%	17%	83%	23%	77%	27%	73%	33%	67%	26%	74%	23%	77%	24%	76%	100%
1990-91	24	84	17	90	5	16	33	71	28	52	17	62	49	143	32	94	17	50	14	43	30	78	26	50	26	65	47	117	365	1015	1380
	22%	78%	16%	84%	24%	76%	32%	68%	35%	65%	22%	78%	26%	74%	25%	75%	25%	75%	25%	75%	28%	72%	34%	66%	29%	71%	29%	71%	26%	74%	100%
1991-92	23	83	16	88	3	15	32	71	24	58	19	68	52	144	26	91	16	50	13	42	32	73	29	50	36	68	47	114	368	1015	1383
	22%	78%	15%	85%	17%	83%	31%	69%	29%	71%	22%	78%	27%	73%	22%	78%	24%	76%	24%	76%	30%	70%	37%	63%	35%	65%	29%	71%	27%	73%	100%
1992-93	26	78	22	83	10	27	32	58	25	44	22	64	62	134	31	89	16	47	14	42	34	67	28	44	39	61	52	113	413	951	1364
	25%	75%	21%	79%	27%	73%	36%	64%	36%	64%	26%	74%	32%	68%	26%	74%	25%	75%	25%	75%	34%	66%	39%	61%	39%	61%	32%	68%	30%	70%	100%
1993-94	29	80	22	83	13	22	33	50	19	48	20	62	68	133	32	85	19	45	18	42	31	65	23	43	43	61	51	112	421	931	1352
	27%	73%	21%	79%	37%	63%	40%	60%	28%	72%	24%	76%	34%	66%	27%	73%	30%	70%	30%	70%	32%	68%	35%	65%	41%	59%	31%	69%	31%	69%	100%
1994-95	32	84	26	76	13	20	30	45	21	45	21	59	64	119	31	83	21	43	19	38	28	66	22	39	47	62	54	114	429	893	1322
	28%	72%	25%	75%	39%	61%	40%	60%	32%	68%	26%	74%	35%	65%	27%	73%	33%	67%	33%	67%	30%	70%	36%	64%	43%	57%	32%	68%	32%	68%	100%

During the 21-year period, the percentage of female associate professors increased at all 14 universities: Slippery Rock (26%), Clarion (22%), Shippensburg (22%), Edinboro (16%), Mansfield (14%), Bloomsburg (13%), Indiana (13%), East Stroudsburg (11%), California (10%), Kutztown (10%), Millersville (10%), Lock Haven (9%), West Chester (7%), and Cheyney (3%). The overall percentage increase of female associate professors was 13 percent from 1974-75 (19%) to 1994-95 (32%), an average of 0.64 percent per year.

During the five-year period from 1990-91 to 1994-95, female associate professors increased at 13 campuses: Cheyney (15%), Slippery Rock (14%), California (9%), Indiana (9%), Clarion (8%), Lock Haven (8%), Mansfield (8%), Bloomsburg (6%), Edinboro (4%), West Chester (3%), Kutztown (2%), Millersville (2%), and Shippensburg (2%). The percentage of female associate professors decreased at one university, East Stroudsburg (3%). *Table 3, Appendix A Table 1* for each university, and *Appendix B Figure 3* for each university should be examined carefully to determine the variability of numbers and percentages of full-time State System faculty at the associate professor rank by sex for the 21-year period.

---

4. *Number, Percentage, and Distribution of Full-time Assistant Professors by Institution and Sex*
(Table 4, Figure 4, Appendix A Tables 1, and Appendix B Figures 4)

The number of State System full-time assistant professors has increased from 1,076 to 1,452, an increase of 376 positions since 1974-75 (*Table 4*). The number of female assistant professors increased from 329 to 692, an increase of 363 women during the 21-year period. During the same time period, the number of male assistant professors increased from 747 to 760, an increase of 13 males. The increase in the number of female assistant professors and the smaller increase of male assistant professors began in the mid-1980s, peaked in 1992-93 and declined slightly since then. The aggregate percentage increase of female assistant professors was 17 percent from 1974-75 (31%) to 1994-95 (48%), an average gain of 0.8 percent per year.

During the five-year period from 1990-91 to 1994-95, the number of female assistant professors increased from 630 to 692, a gain of 62 positions (*Table 4*). During the same time period, the number of male assistant professors increased from 716 to 760, an increase of 44 males. *Figure 4* shows the pattern of increases for both females and males during the five-year period.

Figure 4 - Full-time Assistant Professor by Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-94

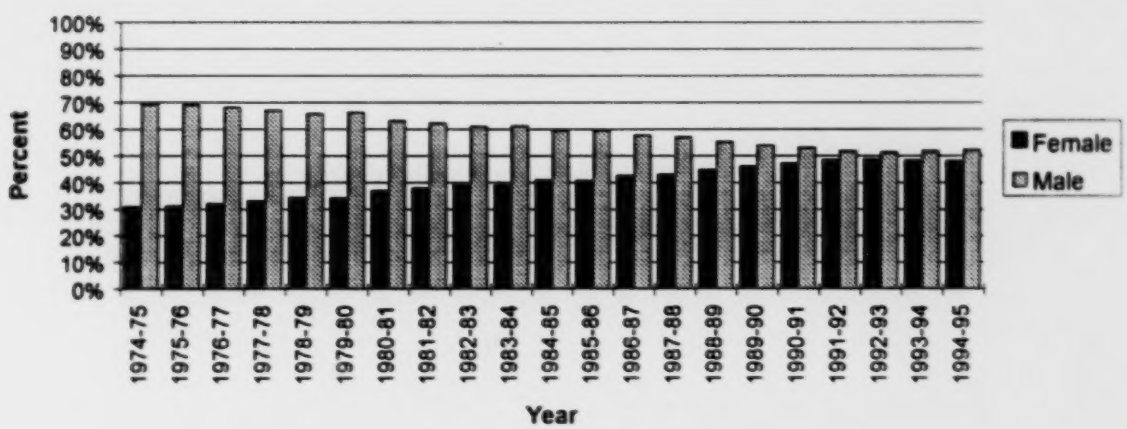


TABLE 4

Distribution of Full-time Assistant Professors by Institution and Sex

PA State Colleges and University, 1974 - 1983
PA State System of Higher Education, 1983 - 1994

	Bloomsbrg		California		Cheyney		Clairon		E.Strdbrg		Edinboro		Indiana		Kutztown		L. Haven		Mansfield		Millersville		Shippnbrg		Slip. Rock		W. Chester		TOTALS		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	TOTAL
Year	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	18	55	21	37	13	22	16	40	20	34	32	93	40	81	21	48	11	39	30	36	26	54	24	82	28	70	29	56	329	747	1076
	25%	75%	36%	64%	37%	63%	29%	71%	37%	63%	26%	74%	33%	67%	30%	70%	22%	78%	45%	55%	33%	68%	23%	77%	29%	71%	34%	66%	31%	69%	100%
1975-76	19	54	15	36	13	29	21	41	17	33	29	97	44	78	20	38	12	36	26	35	20	50	13	77	27	57	40	48	316	709	1025
	26%	74%	29%	71%	31%	69%	34%	66%	34%	66%	23%	77%	36%	64%	34%	66%	25%	75%	43%	57%	29%	71%	14%	86%	32%	68%	45%	55%	31%	69%	100%
1976-77	16	53	14	39	13	26	21	41	18	27	35	93	41	79	20	37	9	31	23	33	19	49	12	62	30	48	44	62	315	680	995
	23%	77%	26%	74%	33%	67%	34%	66%	40%	60%	27%	73%	34%	66%	35%	65%	23%	78%	41%	59%	28%	72%	16%	84%	38%	62%	42%	58%	32%	68%	100%
1977-78	16	54	13	40	13	12	20	39	20	34	35	79	39	78	14	38	8	28	25	34	27	50	10	60	26	41	48	57	314	644	958
	23%	77%	25%	75%	52%	48%	34%	66%	37%	63%	31%	69%	33%	67%	27%	73%	22%	78%	42%	58%	35%	65%	14%	86%	39%	61%	46%	54%	33%	67%	100%
1978-79	24	48	12	41	13	12	20	41	30	29	28	74	44	78	15	38	10	22	23	34	23	43	9	55	30	42	41	65	322	622	944
	33%	67%	23%	77%	52%	48%	33%	67%	51%	49%	27%	73%	36%	64%	28%	72%	31%	69%	40%	60%	35%	65%	14%	86%	42%	58%	39%	61%	34%	66%	100%
1979-80	26	46	12	36	13	12	17	39	22	27	26	71	45	73	13	36	6	22	16	31	22	51	12	60	30	41	49	60	309	605	914
	36%	64%	25%	75%	52%	48%	30%	70%	45%	55%	27%	73%	38%	62%	27%	73%	21%	79%	34%	66%	30%	70%	17%	83%	42%	58%	45%	55%	34%	66%	100%
1980-81	27	41	11	33	11	9	17	37	29	32	24	63	61	84	14	38	11	23	15	23	23	41	15	56	30	36	49	66	337	582	919
	40%	60%	25%	75%	55%	45%	31%	69%	48%	52%	28%	72%	42%	58%	27%	73%	32%	68%	39%	61%	36%	64%	21%	79%	45%	55%	43%	57%	37%	63%	100%
1981-82	30	44	10	34	13	7	20	45	26	30	30	62	64	88	15	33	10	21	13	24	23	35	14	52	29	41	51	63	348	579	927
	41%	59%	23%	77%	65%	35%	31%	69%	46%	54%	33%	67%	42%	58%	31%	69%	32%	68%	35%	65%	40%	60%	21%	79%	41%	59%	45%	55%	38%	62%	100%
1982-83	33	47	7	29	13	4	21	44	25	29	27	61	81	94	20	32	11	23	19	31	28	35	13	54	29	41	50	66	377	590	967
	41%	59%	19%	81%	76%	24%	32%	68%	46%	54%	31%	69%	46%	54%	38%	62%	32%	68%	38%	62%	44%	56%	19%	81%	41%	59%	43%	57%	39%	61%	100%

TABLE 4 (Continued)

Year	Bloomsbrg F	Bloomsbrg M	California F	California M	Cheyney F	Cheyney M	Clairon F	Clairon M	E.Strdbrg F	E.Strdbrg M	Edinboro F	Edinboro M	Indiana F	Indiana M	Kutztown F	Kutztown M	L. Haven F	L. Haven M	Mansfield F	Mansfield M	Millersville F	Millersville M	Shippnbrg F	Shippnbrg M	Slip. Rock F	Slip. Rock M	W. Chester F	W. Chester M	TOTALS F	TOTALS M	TOTALS TOTAL
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1983-84	33	53	6	31	10	4	25	46	23	28	23	54	79	92	22	33	11	22	15	27	24	45	18	48	29	46	53	59	371	588	959
	38%	62%	16%	84%	71%	29%	35%	65%	45%	55%	30%	70%	46%	54%	40%	60%	33%	67%	36%	64%	35%	65%	27%	73%	39%	61%	47%	53%	39%	61%	100%
1984-85	37	58	11	31	11	4	27	40	23	30	22	49	85	103	24	42	9	15	25	36	30	52	19	39	34	49	52	52	409	600	1009
	39%	61%	26%	74%	73%	27%	40%	60%	43%	57%	31%	69%	45%	55%	36%	64%	38%	63%	41%	59%	37%	63%	33%	67%	41%	59%	50%	50%	41%	59%	100%
1985-86	42	59	12	35	10	3	44	57	20	25	25	50	65	90	27	39	10	15	25	34	33	57	19	39	34	53	51	60	417	616	1033
	42%	58%	26%	74%	77%	23%	44%	56%	44%	56%	33%	67%	42%	58%	41%	59%	40%	60%	42%	58%	37%	63%	33%	67%	39%	61%	46%	54%	40%	60%	100%
1986-87	43	62	15	35	9	5	44	61	26	33	28	53	90	108	44	49	16	20	22	31	33	50	26	45	40	55	55	65	491	672	1163
	41%	59%	30%	70%	64%	36%	42%	58%	44%	56%	35%	65%	45%	55%	47%	53%	44%	56%	42%	58%	40%	60%	37%	63%	42%	58%	46%	54%	42%	58%	100%
1987-88	39	66	19	32	10	10	49	59	24	29	29	52	78	101	46	57	13	20	21	32	36	51	21	38	47	50	60	61	492	658	1150
	37%	63%	37%	63%	50%	50%	45%	55%	45%	55%	36%	64%	44%	56%	45%	55%	39%	61%	40%	60%	41%	59%	36%	64%	48%	52%	50%	50%	43%	57%	100%
1988-89	44	66	21	32	8	5	50	51	27	34	34	55	93	108	52	52	19	23	19	32	35	48	28	46	52	63	66	67	548	682	1230
	40%	60%	40%	60%	62%	38%	50%	50%	44%	56%	38%	62%	46%	54%	50%	50%	45%	55%	37%	63%	42%	58%	38%	62%	45%	55%	50%	50%	45%	55%	100%
1989-90	52	62	24	39	9	5	57	49	26	26	57	68	88	110	59	52	24	23	25	32	40	50	23	34	47	61	57	84	588	695	1283
	46%	54%	38%	62%	64%	36%	54%	46%	50%	50%	46%	54%	44%	56%	53%	47%	51%	49%	44%	56%	44%	56%	40%	60%	44%	56%	40%	60%	46%	54%	100%
1990-91	45	67	33	43	6	2	48	51	34	37	69	78	88	96	59	54	27	29	26	28	40	53	24	36	55	64	76	78	630	716	1346
	40%	60%	43%	57%	75%	25%	48%	52%	48%	52%	47%	53%	48%	52%	52%	48%	48%	52%	48%	52%	43%	57%	40%	60%	46%	54%	49%	51%	47%	53%	100%
1991-92	54	64	32	44	6	2	49	58	32	29	80	81	87	99	62	49	30	30	24	32	45	48	19	32	57	68	90	81	667	717	1384
	46%	54%	42%	58%	75%	25%	46%	54%	52%	48%	50%	50%	47%	53%	56%	44%	50%	50%	43%	57%	48%	52%	37%	63%	46%	54%	53%	47%	48%	52%	100%
1992-93	63	66	26	46	9	7	52	57	34	38	80	80	96	91	71	58	30	34	25	39	52	48	28	37	59	74	95	89	720	764	1484
	49%	51%	36%	64%	56%	44%	48%	52%	47%	53%	50%	50%	51%	49%	55%	45%	47%	53%	39%	61%	52%	48%	43%	57%	44%	56%	52%	48%	49%	51%	100%
1993-94	62	69	24	39	11	10	40	54	32	35	79	87	84	89	62	60	30	31	24	34	52	45	34	44	65	72	95	81	694	750	1444
	47%	53%	38%	62%	52%	48%	43%	57%	48%	52%	48%	52%	49%	51%	51%	49%	49%	51%	41%	59%	54%	46%	44%	56%	47%	53%	54%	46%	48%	52%	100%
1994-95	54	57	32	36	13	15	41	55	29	34	79	81	84	95	70	64	26	34	21	35	56	46	39	55	64	70	84	83	692	760	1452
	49%	51%	47%	53%	46%	54%	43%	57%	46%	54%	49%	51%	47%	53%	52%	48%	43%	57%	38%	63%	55%	45%	41%	59%	48%	52%	50%	50%	48%	52%	100%

The percentage of female assistant professors increased at 13 universities and declined at one university from 1974-75 through 1994-95. There were sizable percentage increases of female assistant professors at five universities: Bloomsburg (24%), Edinboro (23%), Kutztown (22%), Millersville (22%), and Lock Haven (21%). Slightly smaller percentage increases of female assistant professors occurred at six universities: Slippery Rock (19%), Shippensburg (18%), West Chester (16%), Clarion (14%), Indiana (14%), and California (11%). Two campuses, Cheyney (9%) and East Stroudsburg (9%), had the smallest percentage increases of female assistant professors. Female assistant professors declined at one university, Mansfield (7%).

During the five-year period from 1990-91 to 1994-95, the percentage of female assistant professors increased at seven campuses: Millersville (12%), Bloomsburg (9%), California (4%), Edinboro (2%), Slippery Rock (2%), Shippensburg (1%), and West Chester (1%). The percentage of female assistant professors declined at six universities: Cheyney (29%), Mansfield (10%), Clarion (5%), Lock Haven (5%), East Stroudsburg (2%), and Indiana (1%). The percentage of female assistant professors remained about the same at Kutztown University. *Table 4, Appendix A Table 1* for each university and *Appendix B Figure 4* for each university should be examined carefully to determine the variability of numbers and percentages of full-time State System faculty at the assistant professor rank by sex from 1974-75 through 1994-95.

---

5. ***Number, Percentage, and Distribution of Full-time Instructors by Institution and Sex***
(Table 5, Figure 5, Appendix A Tables 1, and Appendix B Figures 5)

The number of full-time instructors in the State System remained the same, 236, since 1974-75 (*Table 5*). The number of female instructors has increased from 122 to 158, an increase of 36 women during the 21-year period of time. During the same time period, male instructors numbered 114 in 1974-75 and 78 in 1994-95, a decrease of 36 males. *Figure 5* shows the fluctuations of the percentages of full-time State System instructors by sex from 1974-75 through 1994-95.

Figure 5 - Full-time Instructor by Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-94

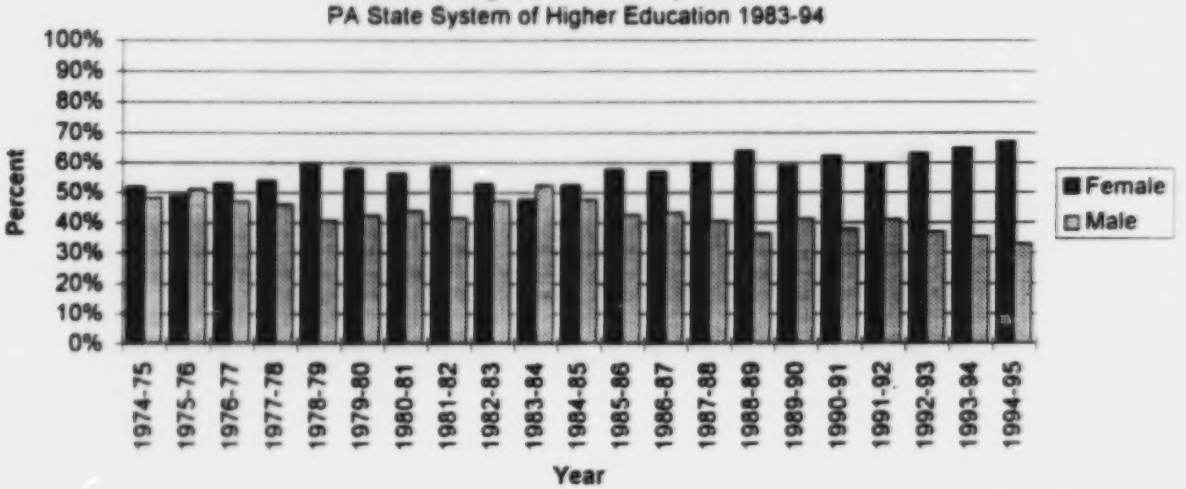


Table 5, Appendix A Table 1 for each university, and *Appendix B Figure 5* for each university should be examined carefully to determine the variability of numbers and percentages of full-time State System faculty at the instructor rank by sex from 1974-75 through 1994-95.

TABLE 5
Distribution of Full-time Instructors by Institution and Sex

PA State Colleges and University, 1974 - 1983
PA State System of Higher Education, 1983 - 1994

Year	Bloomsbrg		California		Cheyney		Clarion		E.Strdbrg		Edinboro		Indiana		Kutztown		L. Haven		Mansfield		Millersville		Shippnbrg		Slip. Rock		W. Chester		TOTALS		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	TOTAL
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	1	1	3	4	9	11	9	10	14	9	9	11	18	15	4	10	3	5	4	7	10	7	11	8	13	6	14	10	122	114	236
	50%	50%	43%	57%	45%	55%	47%	53%	61%	39%	45%	55%	55%	45%	29%	71%	38%	63%	36%	64%	59%	41%	58%	42%	68%	32%	58%	42%	52%	48%	100%
1975-76	2	5	3	2	8	15	7	10	7	8	7	10	13	10	3	12	3	4	5	8	7	1	4	3	19	10	17	13	105	111	216
	29%	71%	60%	40%	35%	65%	41%	59%	47%	53%	41%	59%	57%	43%	20%	80%	43%	57%	38%	62%	88%	13%	57%	43%	66%	34%	57%	43%	49%	51%	100%
1976-77	3	5	4	1	8	13	7	10	7	8	8	12	14	8	8	11	2	3	5	9	13	2	4	5	19	13	28	14	128	114	242
	38%	63%	80%	20%	38%	62%	41%	59%	47%	53%	40%	60%	64%	36%	35%	65%	40%	60%	36%	64%	87%	13%	44%	56%	59%	41%	67%	33%	53%	47%	100%
1977-78	6	4	6	4	12	7	8	8	7	9	4	10	12	11	5	11	2	1	5	8	15	3	5	6	18	8	10	9	115	99	214
	60%	40%	60%	40%	63%	37%	50%	50%	44%	56%	29%	71%	52%	48%	31%	69%	67%	33%	38%	62%	83%	17%	45%	55%	69%	31%	53%	47%	54%	46%	100%
1978-79	7	3	4	5	12	7	11	8	5	7	6	7	16	4	6	9	2	3	6	3	9	6	5	5	18	10	19	10	126	87	213
	70%	30%	44%	56%	63%	37%	58%	42%	42%	58%	46%	54%	80%	20%	40%	60%	40%	60%	67%	33%	60%	40%	50%	50%	64%	36%	66%	34%	59%	41%	100%
1979-80	6	4	3	2	12	7	8	8	1	2	4	3	24	10	4	11	2	4	5	5	9	6	2	6	21	11	18	9	119	88	207
	60%	40%	60%	40%	63%	37%	50%	50%	33%	67%	57%	43%	71%	29%	27%	73%	33%	67%	50%	50%	60%	40%	25%	75%	66%	34%	67%	33%	57%	43%	100%
1980-81	6	3	3	2	8	8	12	12	3	1	3	3	21	10	8	8	5	4	6	5	9	5	1	8	17	10	18	15	120	94	214
	67%	33%	60%	40%	50%	50%	50%	50%	75%	25%	50%	50%	68%	32%	50%	50%	56%	44%	55%	45%	64%	36%	11%	89%	63%	37%	55%	45%	56%	44%	100%
1981-82	11	1	3	1	7	8	10	11	1	2	3	1	33	18	7	8	6	4	8	8	10	6	0	7	17	10	14	8	130	93	223
	92%	8%	75%	25%	47%	53%	48%	52%	33%	67%	75%	25%	65%	35%	47%	53%	60%	40%	50%	50%	63%	38%	0%	100%	63%	37%	64%	36%	58%	42%	100%
1982-83	11	8	3	1	8	6	12	12	1	1	1	0	40	31	5	8	4	4	7	12	3	4	3	5	14	9	12	11	124	112	236
	58%	42%	75%	25%	57%	43%	50%	50%	50%	50%	100%	0%	56%	44%	38%	62%	50%	50%	37%	63%	43%	57%	38%	63%	61%	39%	52%	48%	53%	47%	100%

TABLE 5 (Continued)

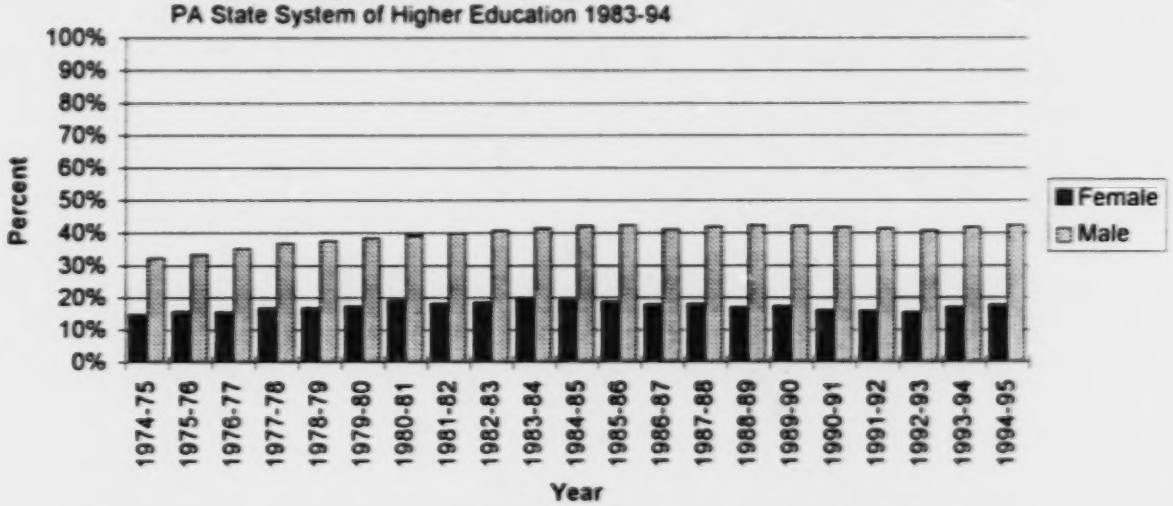
Year	Bloomsbrg F	Bloomsbrg M	California F	California M	Cheyney F	Cheyney M	Clairon F	Clairon M	E.Strdbrg F	E.Strdbrg M	Edinboro F	Edinboro M	Indiana F	Indiana M	Kutztown F	Kutztown M	L. Haven F	L. Haven M	Mansfield F	Mansfield M	Millersville F	Millersville M	Shippnbrg F	Shippnbrg M	Slip. Rock F	Slip. Rock M	W. Chester F	W. Chester M	TOTALS F	TOTALS M	TOTALS TOTAL
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1983-84	12	12	6	5	2	6	11	9	1	3	0	0	14	23	3	8	6	4	2	5	12	6	0	2	12	13	11	6	92	102	194
	50%	50%	55%	45%	25%	75%	55%	45%	25%	75%	0%	0%	38%	62%	27%	73%	60%	40%	29%	71%	67%	33%	0%	100%	48%	52%	65%	35%	47%	53%	100%
1984-85	10	9	5	3	3	6	5	7	2	5	0	0	24	18	5	7	7	3	2	3	10	5	3	3	10	13	9	5	95	87	182
	53%	47%	63%	38%	33%	67%	42%	58%	29%	71%	0%	0%	57%	43%	42%	58%	70%	30%	40%	60%	67%	33%	50%	50%	43%	57%	64%	36%	52%	48%	100%
1985-86	20	12	4	3	3	7	20	8	2	3	2	0	25	19	4	7	9	5	2	5	10	4	5	2	14	14	8	6	128	95	223
	63%	38%	57%	43%	30%	70%	71%	29%	40%	60%	100%	0%	57%	43%	36%	64%	64%	36%	29%	71%	71%	29%	71%	29%	50%	50%	57%	43%	57%	43%	100%
1986-87	26	13	8	6	6	8	16	11	3	5	9	3	33	26	11	9	7	8	6	5	11	5	11	2	19	19	27	28	193	148	341
	67%	33%	57%	43%	43%	57%	59%	41%	38%	63%	75%	25%	56%	44%	55%	45%	47%	53%	55%	45%	69%	31%	85%	15%	50%	50%	49%	51%	57%	43%	100%
1987-88	17	9	4	4	5	5	16	10	6	8	10	2	26	15	12	7	6	2	4	3	4	2	5	5	16	15	5	6	138	93	229
	65%	35%	50%	50%	50%	50%	62%	38%	43%	57%	83%	17%	63%	37%	63%	37%	75%	25%	57%	43%	67%	33%	50%	50%	52%	48%	45%	55%	59%	41%	100%
1988-89	15	9	10	14	4	3	22	9	4	4	18	3	31	19	7	6	9	3	7	4	3	2	8	3	22	9	17	14	177	102	279
	63%	38%	42%	58%	57%	43%	71%	29%	50%	50%	86%	14%	62%	38%	54%	46%	75%	25%	64%	36%	60%	40%	73%	27%	71%	29%	55%	45%	63%	37%	100%
1989-90	7	9	20	19	3	3	23	13	1	4	24	9	19	10	6	8	11	6	5	5	12	8	6	3	16	7	3	6	156	110	266
	44%	56%	51%	49%	50%	50%	64%	36%	20%	80%	73%	27%	66%	34%	43%	57%	65%	35%	50%	50%	60%	40%	67%	33%	70%	30%	33%	67%	59%	41%	100%
1990-91	6	8	17	17	3	3	24	7	11	7	22	11	27	11	20	13	12	8	6	6	10	9	5	1	18	8	4	4	185	113	298
	43%	57%	50%	50%	50%	50%	77%	23%	61%	39%	67%	33%	71%	29%	61%	39%	60%	40%	50%	50%	53%	47%	83%	17%	69%	31%	50%	50%	62%	38%	100%
1991-92	4	5	35	56	2	2	17	7	9	4	25	13	20	13	20	9	23	7	9	7	12	6	6	1	10	4	5	4	197	138	335
	44%	56%	38%	62%	50%	50%	71%	29%	69%	31%	66%	34%	61%	39%	69%	31%	77%	23%	56%	44%	67%	33%	86%	14%	71%	29%	56%	44%	59%	41%	100%
1992-93	4	6	17	18	2	1	24	13	5	1	23	8	22	10	24	17	24	5	8	8	1	2	1	1	13	7	7	6	175	103	278
	40%	60%	49%	51%	67%	33%	65%	35%	83%	17%	74%	26%	69%	31%	59%	41%	83%	17%	50%	50%	33%	67%	50%	50%	65%	35%	54%	46%	63%	37%	100%
1993-94	6	4	12	13	2	3	10	5	5	1	17	8	28	13	17	8	19	7	9	5	2	1	1	0	6	5	5	3	139	76	215
	60%	40%	48%	52%	40%	60%	67%	33%	83%	17%	68%	32%	68%	32%	68%	32%	73%	27%	64%	36%	67%	33%	100%	0%	55%	45%	63%	38%	65%	35%	100%
1994-95	8	4	4	14	2	5	14	6	3	2	11	3	42	12	26	10	21	12	8	4	1	1	4	1	8	1	6	3	158	78	236
	67%	33%	22%	78%	29%	71%	70%	30%	60%	40%	79%	21%	78%	22%	72%	28%	64%	36%	67%	33%	50%	50%	80%	20%	89%	11%	67%	33%	67%	33%	100%

6. *Number and Percentage of Full-time Total Faculty at the Professor Rank by Sex*
(Table 6, Figure 6, Appendix A Tables 2, and Appendix B Figures 6)

During the 21-year period, the percentage of female full-time total faculty at the professor rank increased from 1974-75 (14.61%) to 1994-95 (17.59%), an increase of 2.98 percentage points (*Table 6*). During the same period, the percentage of male full-time faculty at the professor level increased from 32.36% to 42.42%, an increase of 10.06 percentage points. The percentage of female full-time total faculty at the professor rank peaked in 1983-84 (19.81%), gradually declined again through 1992-93 to 15.23%, just slightly above its low in 1974-75 (14.61%), and then rose again to 17.59% in 1994-95. The percentage of male full-time total faculty at the professor rank was in the 32 - 39% range during the 1970s before leveling off through 1994-95 in the 41-42% range. *Figure 6* depicts the fluctuations of the percentages of full-time total State System faculty at the professor rank by sex from 1974-75 through 1994-95.

During the five-year period from 1990-91 to 1994-95, the percentage of female total faculty at the professor rank increased from 15.95% to 17.59%, a gain of 1.64 percentage points (*Table 6*). Male full-time total faculty at the professor rank increased slightly from 1990-91 (41.88%) to 1994-95 (42.42%), an increase of 0.54 percentage points. *Figure 6* depicts the fluctuations of the percentages of full-time total State System faculty at the professor rank by sex from 1974-75 through 1994-95.

Figure 6 - Full-time Total Faculty at Professor Rank by Sex
PA State Colleges and University 1974-84
PA State System of Higher Education 1983-94



The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

TABLE 6
Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

PA State Colleges and University, 1974 - 1983
PA State System of Higher Education, 1983 - 1994

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-75	130	890	14.61%	1,037	3,205	32.36%
1975-76	135	864	15.63%	1,081	3,225	33.52%
1976-77	138	892	15.47%	1,138	3,227	35.26%
1977-78	150	902	16.63%	1,202	3,263	36.84%
1978-79	154	922	16.70%	1,229	3,270	37.58%
1979-80	155	903	17.17%	1,254	3,251	38.57%
1980-81	177	935	18.93%	1,266	3,222	39.29%
1981-82	172	953	18.05%	1,284	3,215	39.94%
1982-83	181	984	18.39%	1,318	3,224	40.88%
1983-84	185	934	19.81%	1,317	3,163	41.64%
1984-85	184	968	19.01%	1,341	3,175	42.24%
1985-86	187	1,007	18.57%	1,345	3,168	42.46%
1986-87	211	1,194	17.67%	1,373	3,328	41.26%
1987-88	203	1,134	17.90%	1,341	3,187	42.08%
1988-89	214	1,272	16.82%	1,359	3,205	42.40%
1989-90	223	1,299	17.17%	1,345	3,178	42.32%
1990-91	224	1,404	15.95%	1,329	3,173	41.88%
1991-92	232	1,464	15.85%	1,328	3,198	41.53%
1992-93	235	1,543	15.23%	1,254	3,072	40.82%
1993-94	253	1,507	16.79%	1,267	3,024	41.90%
1994-95	273	1,552	17.59%	1,275	3,006	42.42%

The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

During the 21-year period, the percentages of full-time total female faculty at the professor rank increased at nine universities: East Stroudsburg (17%), Cheyney (18%), California (13%), Shippensburg (11%), Millersville (7%), Slippery Rock (5%), Indiana (4%), Clarion (3%) and Mansfield (2%). The percentages of total female faculty at the professor rank decreased at five universities: Lock Haven (8%), Kutztown (7%), West Chester (5%), Bloomsburg (2%), and Edinboro (2%). During the same time period, there were percentage increases for male full-time total faculty at the professor rank at 13 universities: Shippensburg (29%), Millersville (15%), Clarion (14%), East Stroudsburg (12%), Kutztown (12%), Indiana (11%), Slippery Rock (11%), Edinboro (10%), Mansfield (10%), Cheyney (7%), Lock Haven (6%), California (4%), and Bloomsburg (3%). There was a two percent decrease of male total faculty at the professor rank at West Chester *(Appendix A Tables 2).*

During the five-year period from 1990-91 to 1994-95, there were percentage increases for female full-time total faculty at the professor rank at seven universities: East Stroudsburg (10%), Clarion (6%), California (5%), Mansfield (5%), Cheyney (2%), Indiana (2%), and Millersville (2%). The female percentages stayed about the same at three universities (Bloomsburg, Kutztown, and Slippery Rock) and decreased at four universities: Lock Haven (6%), Shippensburg (2%), Edinboro (1%), and West Chester (1%). During the same time period there were percentage increases for male full-time total faculty at the professor rank at seven universities: California (6%), Millersville (6%), Clarion (4%), East Stroudsburg (4%), Indiana (3%), Kutztown (2%), and Bloomsburg (1%). There were decreases in male percentages at seven universities: Cheyney (10%), Shippensburg (5%), Mansfield (4%), Edinboro (3%), Lock Haven (3%), West Chester (3%), and Slippery Rock (1%). *Table 6, Appendix A Table 2* for each university and *Appendix B Figure 6* for each university should be examined carefully to determine the variability of the numbers and percentages of full-time State System total faculty at the professor rank by sex from 1974-75 through 1994-95.

---

7. ***Number, Percentages, and Distribution of Graduate Student FTE Enrollment by Institution and Sex***
(Table 7, Figure 7, Appendix A Tables 4, and Appendix B Figures 7)

The number of graduate student FTE enrollment increased from 5,787 to 7,170, an increase of 1,383 graduate student FTE enrollment during the 21-year time period (*Table 7*). Female graduate student FTE enrollment totaled 3,275 in 1974-75 and 4,701 in 1994-95, an increase of 1,426 female graduate student FTE enrollment. During the same time period, the number of male graduate student FTE enrollment decreased from 2,513 to 2,469, a decrease of 44 male graduate student FTE enrollment.

During the five-year period from 1990-91 to 1994-95, the number of graduate student FTE enrollment increased from 7,015 to 7,170, an increase of 155 graduate student FTE enrollment. Female graduate student FTE enrollment numbered 4,609 in 1990-91 and 4,701 in 1994-95, an increase of 92 female graduate student FTE enrollment, and male graduate student FTE enrollment grew from 2,406 to 2,469, an increase of 63 male graduate student FTE enrollment in the same time period. *Figure 7* shows the pattern of graduate student FTE enrollment by sex for the State System from 1974-75 through 1994-95.

Figure 7 - Graduate Student FTE Enrollment by Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-94

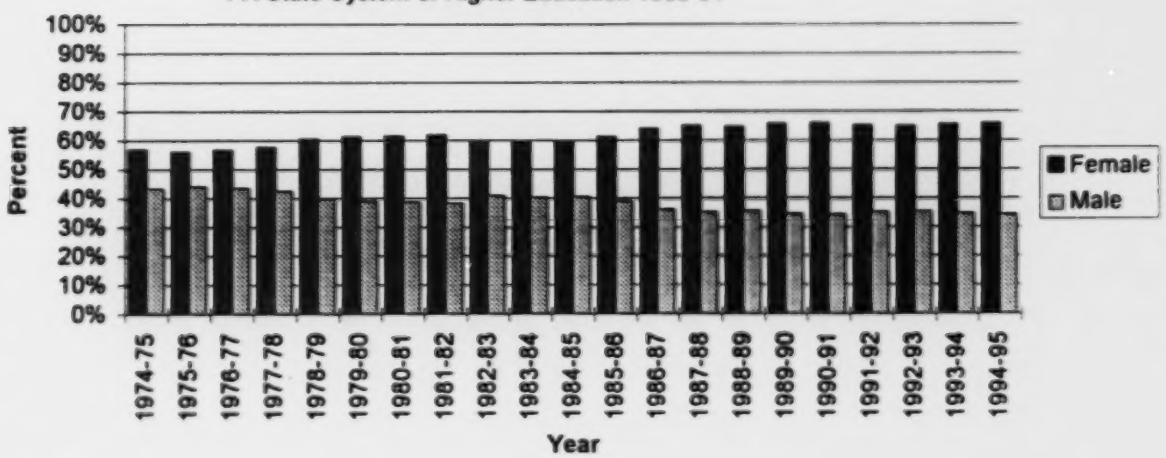


TABLE 7
Graduate Student FTE Enrollment by Institution and Sex

PA State Colleges and University, 1974 - 1983
PA State System of Higher Education, 1983 - 1994

Year	Bloomsbrg F	Bloomsbrg M	California F	California M	Cheyney F	Cheyney M	Clarion F	Clarion M	E.Strdbrg F	E.Strdbrg M	Edinboro F	Edinboro M	Indiana F	Indiana M	Kutztown F	Kutztown M	L. Haven F	L. Haven M	Mansfield F	Mansfield M	Millersville F	Millersville M	Shippnbrg F	Shippnbrg M	Slip. Rock F	Slip. Rock M	W. Chester F	W. Chester M	TOTALS F	TOTALS M	TOTALS TOTAL
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	204	115	234	162	52	61	152	131	126	116	283	203	315	283	262	160	0	0	146	102	366	254	390	368	215	146	533	415	3275	2513	5787
	64%	36%	59%	41%	46%	54%	54%	46%	52%	48%	58%	42%	53%	47%	62%	38%	0%	0%	59%	41%	59%	41%	51%	49%	60%	40%	56%	44%	57%	43%	100%
1975-76	262	127	247	154	81	86	136	126	101	107	312	206	288	287	244	175	0	0	89	47	332	277	377	353	189	149	550	449	3204	2540	5744
	67%	33%	62%	38%	48%	52%	52%	48%	49%	51%	60%	40%	50%	50%	58%	42%	0%	0%	66%	34%	55%	45%	52%	48%	56%	44%	55%	45%	56%	44%	100%
1976-77	242	143	237	155	58	83	132	112	75	79	288	189	299	266	212	161	0	0	84	55	344	235	337	343	203	127	526	406	3033	2351	5384
	63%	37%	61%	39%	41%	59%	54%	46%	49%	51%	60%	40%	53%	47%	57%	43%	0%	0%	61%	39%	59%	41%	50%	50%	62%	38%	56%	44%	56%	44%	100%
1977-78	238	161	221	140	69	78	134	110	71	71	258	172	350	300	192	129	0	0	100	60	338	187	349	352	201	126	436	302	2953	2184	5137
	60%	40%	61%	39%	47%	53%	55%	45%	50%	50%	60%	40%	54%	46%	60%	40%	0%	0%	63%	37%	64%	36%	50%	50%	62%	38%	59%	41%	57%	43%	100%
1978-79	231	129	220	141	62	69	125	92	71	73	274	134	430	320	213	108	0	0	64	39	287	156	326	298	218	112	441	291	2958	1959	4917
	64%	36%	61%	39%	47%	53%	58%	42%	49%	51%	67%	33%	57%	43%	66%	34%	0%	0%	62%	38%	65%	35%	52%	48%	66%	34%	60%	40%	60%	40%	100%
1979-80	265	133	196	132	53	56	120	99	74	64	286	134	357	273	154	77	0	0	93	54	262	121	310	308	232	104	448	272	2845	1825	4670
	67%	33%	60%	40%	48%	52%	55%	45%	54%	46%	68%	32%	57%	43%	67%	33%	0%	0%	63%	37%	68%	32%	50%	50%	69%	31%	62%	38%	61%	39%	100%
1980-81	283	138	209	144	32	45	135	94	74	66	315	125	402	343	160	50	0	0	81	46	271	106	317	318	207	97	413	260	2896	1827	4723
	67%	33%	59%	41%	42%	58%	59%	41%	53%	47%	72%	28%	54%	46%	76%	24%	0%	0%	64%	36%	72%	28%	50%	50%	68%	32%	61%	39%	61%	39%	100%
1981-82	223	109	175	113	22	24	125	91	87	75	271	121	346	289	145	46	0	0	96	34	199	104	303	284	178	93	440	242	2608	1622	4230
	67%	33%	61%	39%	48%	52%	58%	42%	54%	46%	69%	31%	54%	46%	76%	24%	0%	0%	74%	26%	66%	34%	52%	48%	66%	34%	65%	35%	62%	38%	100%
1982-83	208	92	156	117	22	27	134	102	91	76	221	101	332	317	121	41	0	0	83	45	168	86	265	324	159	83	421	238	2377	1645	4021
	69%	31%	57%	43%	44%	56%	57%	43%	54%	46%	69%	31%	51%	49%	75%	25%	0%	0%	65%	35%	66%	34%	45%	55%	66%	34%	64%	36%	59%	41%	100%

TABLE 7 (Continued)

Year	Bloomsbrg F	Bloomsbrg M	California F	California M	Cheyney F	Cheyney M	Clairon F	Clairon M	E.Strdbrg F	E.Strdbrg M	Edinboro F	Edinboro M	Indiana F	Indiana M	Kutztown F	Kutztown M	L. Haven F	L. Haven M	Mansfield F	Mansfield M	Millersville F	Millersville M	Shippnbrg F	Shippnbrg M	Slip. Rock F	Slip. Rock M	W. Chester F	W. Chester M	TOTALS F	TOTALS M	TOTALS TOTAL
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1983-84	215	88	176	109	30	28	147	112	84	81	251	104	391	327	120	41	0	0	90	39	179	84	308	381	164	109	424	243	2575	1743	4318
	71%	29%	62%	38%	51%	49%	57%	43%	51%	49%	71%	29%	54%	46%	75%	25%	0%	0%	70%	30%	68%	32%	45%	55%	60%	40%	64%	36%	60%	40%	100%
1984-85	199	61	176	129	36	20	171	176	114	78	226	122	425	331	121	51	0	0	102	66	187	74	313	345	191	119	449	287	2706	1858	4564
	77%	23%	58%	42%	64%	36%	49%	51%	59%	41%	65%	35%	56%	44%	70%	30%	0%	0%	61%	39%	72%	28%	48%	52%	62%	38%	61%	39%	59%	41%	100%
1985-86	240	83	176	134	40	30	257	124	100	96	231	121	418	386	148	59	0	0	116	47	203	63	327	312	192	121	489	299	2935	1870	4805
	74%	26%	57%	43%	57%	43%	68%	32%	51%	49%	66%	34%	52%	48%	72%	28%	0%	0%	71%	29%	76%	24%	51%	49%	61%	39%	62%	38%	61%	39%	100%
1986-87	274	90	183	141	46	32	297	152	164	106	236	99	461	390	231	97	0	0	109	38	284	94	382	303	291	189	596	313	3550	2021	5570
	75%	25%	57%	43%	59%	41%	66%	34%	61%	39%	71%	29%	54%	46%	70%	30%	0%	0%	74%	26%	75%	25%	56%	44%	63%	37%	66%	34%	64%	36%	100%
1987-88	274	80	221	164	66	49	295	145	197	107	298	126	494	390	254	110	0	0	119	45	323	114	378	282	200	101	652	335	3766	2044	5810
	77%	23%	57%	43%	57%	43%	67%	33%	65%	35%	70%	30%	56%	44%	70%	30%	0%	0%	73%	27%	74%	26%	57%	43%	67%	34%	66%	34%	65%	35%	100%
1988-89	231	78	226	166	65	52	292	146	237	128	322	131	428	387	259	106	0	0	133	63	311	100	355	253	219	129	665	332	3739	2067	5806
	75%	25%	58%	42%	56%	44%	67%	33%	65%	35%	71%	29%	53%	47%	71%	29%	0%	0%	68%	32%	76%	24%	58%	42%	63%	37%	67%	33%	64%	36%	100%
1989-90	253	80	281	204	124	57	278	147	283	150	350	138	485	361	292	107	0	0	154	65	345	114	364	269	263	155	723	364	4192	2208	6400
	76%	24%	58%	42%	68%	32%	65%	35%	65%	35%	72%	28%	57%	43%	73%	27%	0%	0%	70%	30%	75%	25%	58%	42%	63%	37%	67%	33%	66%	34%	100%
1990-91	303	99	266	185	164	69	321	152	311	163	384	144	569	403	320	133	0	0	140	68	343	111	364	267	315	192	812	423	4609	2406	7015
	75%	25%	59%	41%	70%	30%	68%	32%	66%	34%	73%	27%	59%	41%	71%	29%	0%	0%	67%	33%	76%	24%	58%	42%	62%	38%	66%	34%	66%	34%	100%
1991-92	312	113	338	241	109	44	231	123	357	174	334	157	679	486	442	204	0	0	169	71	333	110	353	265	342	184	801	428	4797	2597	7394
	73%	27%	58%	42%	71%	29%	65%	35%	67%	33%	68%	32%	58%	42%	68%	32%	0%	0%	70%	30%	75%	25%	57%	43%	65%	35%	65%	35%	65%	35%	100%
1992-93	271	102	379	258	112	55	246	116	310	187	334	133	615	480	412	179	0	0	139	54	322	121	356	286	349	181	817	409	4660	2560	7220
	73%	27%	59%	41%	67%	33%	68%	32%	62%	38%	72%	28%	56%	44%	70%	30%	0%	0%	72%	28%	73%	27%	55%	45%	66%	34%	67%	33%	65%	35%	100%
1993-94	272	106	414	266	129	56	238	114	326	214	324	111	668	448	390	146	0	0	150	51	310	102	316	277	338	189	795	410	4666	2488	7153
	72%	28%	61%	39%	70%	30%	68%	32%	60%	40%	74%	26%	60%	40%	73%	27%	0%	0%	75%	25%	75%	25%	53%	47%	64%	36%	66%	34%	65%	35%	100%
1994-95	291	125	444	264	100	52	185	104	354	211	337	119	665	470	409	142	0	0	128	56	306	109	351	273	361	183	773	364	4701	2469	7170
	70%	30%	63%	37%	66%	34%	64%	36%	63%	37%	74%	26%	59%	41%	74%	26%	0%	0%	70%	30%	74%	26%	56%	44%	66%	34%	68%	32%	66%	34%	100%

The majority of graduate student FTE enrollment were women at 12 State System universities in 1974-75; one university (Cheyney) had a majority of male graduate student FTE enrollment. Lock Haven did not offer graduate courses. In 1994-95, all 13 universities had a majority of female graduate student FTE enrollment. Female graduate student FTE enrollment increased at each of the 13 campuses: Cheyney (20%), Edinboro (16%), Millersville (15%), Kutztown (12%), West Chester (12%), East Stroudsburg (11%), Clarion (10%), Mansfield (11%), Bloomsburg (6%), Indiana (6%), Slippery Rock (6%), Shippensburg (5%), and California (4%).

During the five-year period from 1990-91 to 1994-95, the percentage of female graduate student FTE enrollment increased at six universities: California (4%), Slippery Rock (4%), Kutztown (3%), Mansfield (3%), West Chester (2%), and Edinboro (1%). The percentage of female graduate student FTE enrollment stayed about the same at one university (Indiana), and decreased at six universities: Bloomsburg (5%), Cheyney (4%), Clarion (4%), East Stroudsburg (3%), Millersville (2%), and Shippensburg (2%). *Table 7, Appendix A Table 4* for each university, and *Appendix B Figure 7* for each university should be examined carefully to determine the variability of numbers and percentages of graduate student FTE enrollment by sex at individual universities and in the State System from 1974-75 through 1994-95.

---

8. ***Number, Percentage, and Distribution of Undergraduate FTE Enrollment by Institution and Sex***
(Table 8, Figure 8, Appendix A Tables 4, and Appendix B Figures 8)

The number of undergraduate student FTE enrollment in the State System increased from 64,042 to 78,418, an increase of 14,376 undergraduate student FTE enrollment during the 21-year period (*Table 8*). Female undergraduate student FTE enrollment totaled 35,491 in 1974-75 and 44,532 in 1994-95, an increase of 9,041 female undergraduate student FTE enrollment. During the same time period, male undergraduate FTE enrollment increased from 28,551 to 33,886, an increase of 5,335 male undergraduate student FTE enrollment since 1974-75.

During the five-year period from 1990-91 to 1994-95, the number of undergraduate student FTE enrollment decreased from 81,552 to 78,418, a decrease of 3,134 undergraduate FTE enrollment. Female undergraduate FTE enrollment numbered 46,812 in 1990-91 and 44,532 in 1994-95, a decrease of 2,280 female undergraduate student FTE enrollment. Male undergraduate FTE enrollment also decreased in the same five-year period from 34,740 to 33,886, a decrease of 854 male undergraduate student FTE enrollment. *Figure 8* shows the pattern of undergraduate student FTE enrollment by sex for the State System from 1974-75 through 1994-95.

Figure 8 - Undergraduate Student FTE Enrollment by Sex
PA State Colleges and University 1974-83
PA State System of Higher Education 1983-94

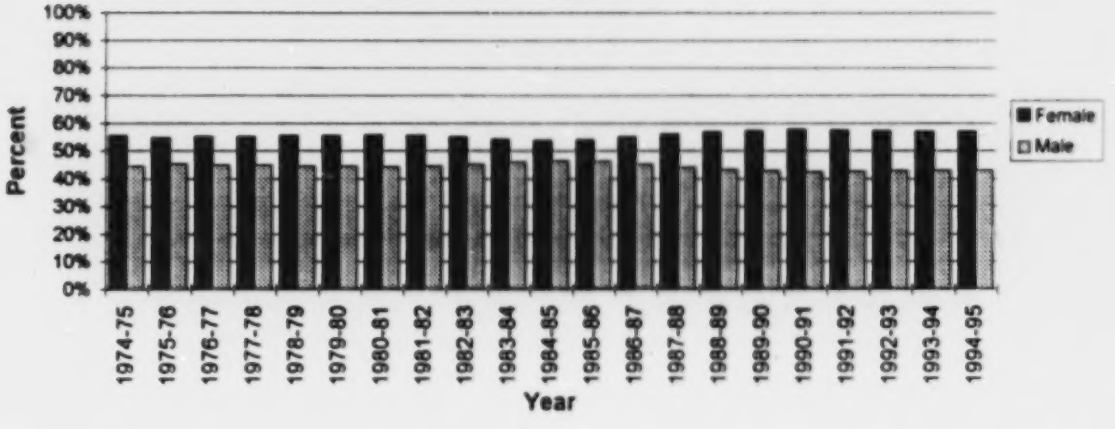


TABLE 8

Undergraduate Student FTE Enrollment by Institution and Sex

PA State Colleges and University, 1974 - 1983
PA State System of Higher Education, 1983 - 1994

Year	Bloomsbrg F %	Bloomsbrg M %	California F %	California M %	Cheyney F %	Cheyney M %	Clairon F %	Clairon M %	E.Strdbrg F %	E.Strdbrg M %	Edinboro F %	Edinboro M %	Indiana F %	Indiana M %	Kutztown F %	Kutztown M %	L. Haven F %	L. Haven M %	Mansfield F %	Mansfield M %	Millersville F %	Millersville M %	Shippnbrg F %	Shippnbrg M %	Slip. Rock F %	Slip. Rock W. Chester F %	W. Chester M %	TOTALS F %	TOTALS M %	TOTALS OTAL %
1974-75	2663	1992	1938	2168	1009	1160	2171	2325	1968	1490	3388	2631	5464	3947	2334	1724	1300	1006	1525	1210	2702	2010	2167	2097	3184	2307	3681	2486	35491	28551	64042
	57%	43%	47%	53%	47%	53%	48%	52%	57%	43%	56%	44%	58%	42%	58%	42%	56%	44%	56%	44%	57%	43%	51%	49%	58%	42%	60%	40%	55%	45%	100%
1975-76	2784	2184	1801	2224	1028	1200	2314	2340	1946	1535	3242	2677	5614	4178	2586	1870	1317	1050	1582	1245	2710	2070	2081	2164	3086	2507	3937	2841	36025	30083	66108
	56%	44%	45%	55%	46%	54%	50%	50%	56%	44%	55%	45%	57%	43%	58%	42%	56%	44%	56%	44%	57%	43%	49%	51%	55%	45%	58%	42%	54%	46%	100%
1976-77	2802	2314	1742	2046	1073	1309	2310	2276	2060	1561	3164	2334	5794	3963	2243	1620	1269	1067	1492	1181	2732	2096	2274	2305	2991	2501	3908	2814	35852	29384	65235
	55%	45%	46%	54%	45%	55%	50%	50%	57%	43%	58%	42%	59%	41%	58%	42%	54%	46%	56%	44%	57%	43%	50%	50%	54%	46%	58%	42%	55%	45%	100%
1977-78	3015	2320	1642	1973	1313	1260	2384	2166	2040	1566	2823	2469	5942	4330	2470	1782	1218	1095	1443	1053	2706	2111	2301	2251	2872	2428	3850	2769	36014	29571	65584
	57%	43%	45%	55%	51%	49%	52%	48%	57%	43%	53%	47%	58%	42%	58%	42%	53%	47%	58%	42%	56%	44%	51%	49%	54%	46%	58%	42%	55%	45%	100%
1978-79	3066	2192	1616	1905	1159	1094	2439	2147	1955	1481	2536	2148	6042	4385	2453	1736	1142	1035	1361	1016	2718	2073	2351	2208	2671	2399	3798	2658	35304	28473	63777
	58%	42%	46%	54%	51%	49%	53%	47%	57%	43%	54%	46%	58%	42%	59%	41%	52%	48%	57%	43%	57%	43%	52%	48%	53%	47%	59%	41%	55%	45%	100%
1979-80	3156	2198	1596	1804	1101	1099	2540	2176	1943	1527	2580	2010	6141	4534	2438	1812	1256	1084	1159	1052	2851	2111	2431	2194	2545	2383	3858	2704	35593	28683	64276
	59%	41%	47%	53%	50%	50%	54%	46%	56%	44%	56%	44%	58%	42%	57%	43%	54%	46%	52%	48%	57%	43%	53%	47%	52%	48%	59%	41%	55%	45%	100%
1980-81	3218	2126	1612	1802	1112	1027	2510	2167	1935	1577	2580	2013	6188	4573	2677	1936	1301	1192	1181	965	2850	2284	2477	2200	2595	2391	4068	2794	36301	29043	65343
	60%	40%	47%	53%	52%	48%	54%	46%	55%	45%	56%	44%	58%	42%	58%	42%	52%	48%	55%	45%	56%	44%	53%	47%	52%	48%	59%	41%	56%	44%	100%
1981-82	3249	2102	1735	1983	1063	1012	2639	2240	1880	1577	2676	2135	6349	4642	2759	2063	1343	1129	1104	1058	2835	2310	2512	2143	2643	2433	4188	3043	36971	29866	66836
	61%	39%	47%	53%	51%	49%	54%	46%	54%	46%	56%	44%	58%	42%	57%	43%	54%	46%	51%	49%	55%	45%	54%	46%	52%	48%	58%	42%	55%	45%	100%
1982-83	3282	2031	1676	2036	861	822	2648	2197	1891	1680	2535	2218	6282	4805	2865	2248	1290	1271	1155	1193	2942	2410	2564	2118	2632	2512	4467	3190	37088	30727	67815
	62%	38%	45%	55%	51%	49%	55%	45%	53%	47%	53%	47%	57%	43%	56%	44%	50%	50%	49%	51%	55%	45%	55%	45%	51%	49%	58%	42%	55%	45%	100%

TABLE 8 (Continued)

Year	Bloomsbrg F	Bloomsbrg M	California F	California M	Cheyney F	Cheyney M	Clairon F	Clairon M	E.Strdbrg F	E.Strdbrg M	Edinboro F	Edinboro M	Indiana F	Indiana M	Kutztown F	Kutztown M	L. Haven F	L. Haven M	Mansfield F	Mansfield M	Millersville F	Millersville M	Shippnbrg F	Shippnbrg M	Slp. Rock F	Slp. Rock M	W. Chester F	W. Chester M	TOTALS F	TOTALS M	TOTALS TOTAL
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1983-84	3291	2093	1777	2289	846	866	2645	2302	1882	1677	2584	2384	6246	4796	2941	2386	1284	1290	1275	1231	3086	2563	2531	2194	2753	2696	4289	3260	37407	32014	69421
	61%	39%	44%	56%	50%	50%	53%	47%	53%	47%	52%	48%	57%	43%	55%	45%	50%	50%	51%	49%	55%	45%	54%	46%	51%	49%	57%	43%	54%	46%	100%
1984-85	3297	2108	1795	2338	813	771	2669	2366	1918	1749	2608	2497	6205	4996	2830	2429	1288	1266	1257	1225	3044	2519	2574	2280	2862	2799	4125	3209	37291	32548	69838
	61%	39%	43%	57%	51%	49%	53%	47%	52%	48%	51%	49%	56%	45%	54%	46%	50%	50%	51%	49%	55%	45%	53%	47%	51%	49%	56%	44%	53%	47%	100%
1985-86	3410	2108	1872	2322	620	635	2763	2345	1933	1739	2613	2333	6215	4999	2984	2454	1266	1335	1245	1190	2995	2495	2601	2355	2878	2762	4338	3384	37729	32454	70183
	62%	38%	45%	55%	49%	51%	54%	46%	53%	47%	53%	47%	55%	45%	55%	45%	49%	51%	51%	49%	55%	45%	52%	48%	51%	49%	56%	44%	54%	46%	100%
1986-87	3554	2188	2139	2345	601	676	2788	2293	1944	1702	2733	2343	6338	5146	3161	2485	1327	1274	1239	1049	3270	2456	2643	2435	2864	2691	4529	3364	39126	32443	71569
	62%	38%	48%	52%	47%	53%	55%	45%	53%	47%	54%	46%	55%	45%	56%	44%	51%	49%	54%	46%	57%	43%	52%	48%	52%	48%	57%	43%	55%	45%	100%
1987-88	3691	2211	2343	2446	691	732	2885	2282	2181	1729	2924	2458	6509	5030	3337	2509	1461	1317	1265	1073	3351	2344	2732	2397	3122	2861	4999	3554	41488	32942	74430
	63%	37%	49%	51%	49%	51%	56%	44%	56%	44%	54%	46%	56%	44%	57%	43%	53%	47%	54%	46%	59%	41%	53%	47%	52%	48%	58%	42%	56%	44%	100%
1988-89	3661	2228	2631	2547	594	530	3181	2344	2192	1792	3275	2656	6642	5145	3556	2544	1569	1350	1401	1137	3528	2313	2788	2385	3448	2898	5080	3594	43543	33460	77002
	62%	38%	51%	49%	53%	47%	58%	42%	55%	45%	56%	45%	56%	44%	58%	42%	54%	46%	55%	45%	60%	40%	54%	46%	54%	46%	59%	41%	57%	43%	100%
1989-90	3816	2337	2813	2652	662	607	3194	2307	2342	1958	3560	2774	6773	5110	3794	2616	1675	1425	1552	1182	3757	2364	2903	2373	3602	2931	5206	3580	45545	34213	79758
	62%	38%	51%	49%	52%	48%	58%	42%	54%	46%	56%	44%	57%	43%	59%	41%	54%	46%	57%	43%	61%	39%	56%	45%	54%	46%	59%	41%	57%	43%	100%
1990-91	3873	2477	2791	2589	625	651	3232	2263	2396	1891	3966	2967	6923	5362	3845	2616	1871	1516	1573	1139	3772	2360	2944	2413	3618	2964	5398	3534	46812	34740	81552
	61%	39%	52%	48%	49%	51%	59%	41%	56%	44%	57%	43%	56%	44%	60%	40%	55%	45%	58%	42%	62%	38%	55%	45%	55%	45%	60%	40%	57%	43%	100%
1991-92	3951	2579	2782	2659	575	598	3153	2227	2375	1921	4030	3002	6895	5419	3885	2737	2005	1535	1653	1198	3723	2438	3009	2492	3667	2910	5471	3480	47169	35193	82362
	61%	39%	51%	49%	49%	51%	59%	41%	55%	45%	57%	43%	56%	44%	59%	41%	57%	43%	58%	42%	60%	40%	55%	45%	56%	44%	61%	39%	57%	43%	100%
1992-93	4026	2436	2583	2599	643	586	3148	2190	2337	1881	4019	3087	6800	5361	3661	2665	2075	1666	1623	1189	3704	2487	2948	2520	3612	2910	5393	3411	46569	34984	81552
	62%	38%	50%	50%	52%	48%	59%	41%	55%	45%	57%	43%	56%	44%	58%	42%	56%	45%	58%	42%	60%	40%	54%	46%	55%	45%	61%	39%	57%	43%	100%
1993-94	3898	2423	2427	2549	583	579	3069	2062	2380	1873	3831	2896	6656	5285	3678	2732	1938	1615	1574	1210	3526	2386	2880	2538	3589	2853	5147	3355	45173	34364	79527
	62%	38%	49%	51%	50%	50%	60%	40%	56%	44%	57%	43%	56%	44%	57%	43%	55%	45%	57%	43%	60%	40%	53%	47%	56%	44%	61%	39%	57%	43%	100%
1994-95	3808	2391	2449	2409	535	526	3020	1917	2409	1935	3731	2742	6491	5248	3701	2812	1955	1577	1454	1140	3594	2430	2896	2538	3496	2808	4997	3417	44532	33886	78418
	61%	39%	50%	50%	50%	50%	61%	39%	56%	45%	58%	42%	55%	45%	57%	43%	56%	45%	56%	44%	60%	40%	53%	47%	56%	45%	59%	41%	57%	43%	100%

In 1974-75, the majority of undergraduate student FTE enrollment were women at 11 campuses whereas three campuses (California, Cheyney, and Clarion) had a majority of male undergraduate student FTE enrollment. In 1994-95, 12 campuses has a majority of female undergraduate student FTE enrollment and two campuses (California and Cheyney) had a few more female undergraduate FTE than male undergraduate FTE. From 1974-75 through 1994-95, the percentage of female undergraduate FTE enrollment increased at seven universities: Clarion (13%), Bloomsburg (4%), California (3%), Cheyney (3%), Millersville (3%), Edinboro (2%), and Shippensburg (2%). The percentage of female undergraduate FTE enrollment remained about the same at Mansfield and declined at six universities: Slippery Rock (3%), Indiana (3%), East Stroudsburg (2%), Kutztown (1%), Lock Haven (1%), and West Chester (1%).

During the five-year period from 1990-91 to 1994-95, the percentage of female undergraduate student FTE enrollment increased at two universities, Clarion (2%) and Cheyney (1%). The percentage of female undergraduate FTE enrollment remained about the same at five universities (Bloomsburg, East Stroudsburg, Edinboro, Lock Haven, and Slippery Rock), and declined at seven universities (Kutztown 3%; California 2%; Mansfield 2%; Millersville 2%; Shippensburg 2%; Indiana 1%; and West Chester 1%). *Table 8, Appendix A Table 4* for each university, and *Appendix B Figure 8* for each university should be examined carefully to ascertain the variability of the numbers and percentages of undergraduate student FTE enrollment at individual universities and in the State System from 1974-75 through 1994-95.

---

9. ***Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex***
(Table 9, Figure 9, Appendix A Tables 3, and Appendix B Figures 9)

In 1974-75, the ratios of State System female undergraduate student FTE enrollment to female full-time total faculty averaged 39.88 with a range at individual universities from 20.18 to 60.61 (*Table 9, Appendix A Tables 3*). In 1994-95, the female ratio average was 28.69 with a range at individual campuses from 13.05 to 34.88, an average decrease of 11.19 during the 21-year period. Conversely, in 1974-75, the ratio of male undergraduate student FTE enrollment to male full-time faculty averaged 8.91 with a range from 7.23 to 12.21. In 1994-95, the male ratios averaged 11.27 with a range at individual universities from 8.76 to 12.56, an average ratio increase of 2.36 since 1974-75. Overall, the relationship between the average same-sex ratio of female undergraduate student FTE to faculty with that of male undergraduate student FTE to faculty was approximately 4.5 times greater in 1974-75 (39.88 to 8.91) and about 2.5 times greater in 1994-95 (28.69 to 11.27). *Figure 9* shows the average State System ratios of undergraduate student FTE enrollment to full-time total faculty by sex from 1974-75 through 1994-95.

During the five-year period from 1990-91 to 1994-95, the average ratios of State System female undergraduate student FTE enrollment to female full-time total faculty decreased from 33.34 to 28.69 (*Table 9*). During the same period, the average ratio of male undergraduate student FTE enrollment to male full-time total faculty increased from 10.95 to 11.27. Overall, the relationship between the average same-sex ratio of female undergraduate FTE to faculty with that of male undergraduate student FTE to faculty was approximately 3.0 times greater in 1990-91 (33.34 to 10.95) and about 2.5 times greater in 1994-95 (28.69 to 11.27).

During the 21-year period, the average of the female ratios decreased at each of the 14 State System universities: Bloomsburg (60.52 to 33.39), Slippery Rock (48.24 to 24.79), Edinboro (52.93 to 30.08), Indiana (44.79 to 27.86), Clarion (43.41 to 30.20), Millersville (42.21 to 34.56), Kutztown (40.95 to 24.35), Shippensburg (39.39 to 34.88), California (37.26 to 30.23), Lock Haven (37.13 to 26.06), East Stroudsburg (34.53 to 31.28), West Chester (31.19 to 28.88), Mansfield (27.23 to 26.93), and Cheyney (20.18 to 13.05).

The same sex ratio of male undergraduate FTE enrollment to faculty for the same time period, 1974-75 through 1994-95, increased at 12 universities: East Stroudsburg (9.86 to 12.56), Millersville (9.80 to 11.91), Slippery Rock (9.77 to 11.95), Indiana (9.53 to 11.98), Bloomsburg (9.10 to 10.44), Shippensburg (8.70 to 11.53), Kutztown (8.62 to 11.07), Lock Haven (8.18 to 12.22), Mansfield (7.76 to 9.50), Edinboro (7.71 to 11.33), California (7.63 to 10.75), and West Chester (7.23 to 11.09). Male ratios decreased at two campuses: Cheyney (12.21 to 8.76) and Clarion (11.86 to 10.14).

Table 9
Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex, 1974 - 1994

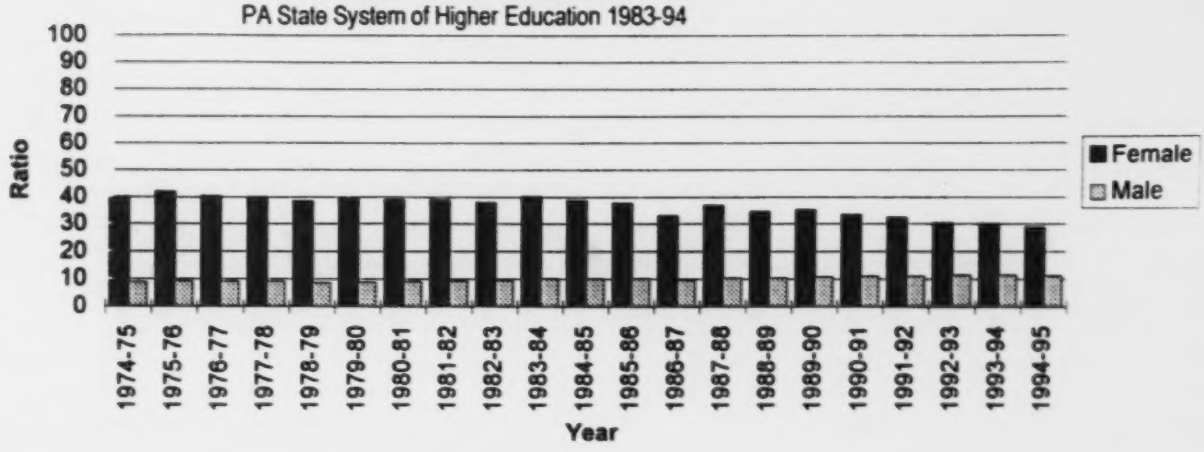
PA State Colleges and University, 1974 - 1983
PA State System of Higher Education, 1983 - 1994

Year	FEMALE RATIO (Undergraduate Female FTE to 1 Full-time Female Faculty)	MALE RATIO (Undergraduate Male FTE to 1 Full-time Male Faculty)
1974-75	39.88	8.91
1975-76	41.70	9.33
1976-77	40.19	9.11
1977-78	39.93	9.06
1978-79	38.29	8.71
1979-80	39.42	8.82
1980-81	38.82	9.01
1981-82	38.79	9.29
1982-83	37.69	9.53
1983-84	40.05	10.12
1984-85	38.52	10.25
1985-86	37.47	10.24
1986-87	32.77	9.75
1987-88	36.59	10.34
1988-89	34.23	10.44
1989-90	35.06	10.77
1990-91	33.34	10.95
1991-92	32.22	11.00
1992-93	30.18	11.39
1993-94	29.97	11.36
1994-95	28.69	11.27
AVERAGE	**36.37**	**9.98**

Figure 9 - Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex

PA State Colleges and University 1974-83

PA State System of Higher Education 1983-94



The female ratio of undergraduate female FTE to one full-time female faculty was determined by dividing the number of undergraduate female FTE by the number of full-time female faculty. The same calculation was used to determine the male ratio.

During the five-year period from 1990-91 to 1994-95, the average of the female ratios decreased at 12 universities: Cheyney (31.23 to 13.05), Bloomsburg (42.55 to 33.39), Indiana (35.32 to 27.86), West Chester (35.05 to 28.88), Slippery Rock (30.92 to 24.79), Shippensburg (40.89 to 34.88), Mansfield (32.10 to 26.93), Kutztown (29.13 to 24.35), Millersville (39.29 to 34.56), California (34.03 to 30.23), Edinboro (32.42 to 30.08), and Lock Haven (28.35 to 26.06). The female ratios increased at two campuses: East Stroudsburg (26.03 to 31.28) and Clarion (28.10 to 30.20).

Male ratios during the same time period, 1990-91 to 1994-95, increased at nine campuses: Millersville (10.22 to 11.91), East Stroudsburg (11.32 to 12.56), Shippensburg (10.58 to 11.53), Lock Haven (11.48 to 12.22), Kutztown (10.42 to 11.07), Mansfield (8.90 to 9.50), Bloomsburg (9.99 to 10.44), Edinboro (10.99 to 11.33), and Indiana (11.71 to 11.98). The male ratios remained about the same at three campuses (California, Slippery Rock, and West Chester) and declined at two campuses: Cheyney (17.59 to 8.76) and Clarion (10.53 to 10.14). *Table 9, Appendix A Table 3* for each campus, and *Appendix B Figure 9* for each campus should be examined carefully to determine the variability of the ratios of undergraduate student FTE enrollment to full-time total faculty by sex from 1974-75 through 1994-95.

V. DISCUSSION

The findings of this study show that full-time female faculty continue to be a minority within the State System. While the percentage of full-time female faculty has increased since 1974-75 (22%), most noticeably since 1986-87, they still are a distinct minority in 1994-95 (34%), concentrated in the lower professorial ranks (*Tables 1-5, Figures 1-5*). State System (PA) female faculty has increased at the full professor rank from 11% in 1974-75 to 18% in 1994-95 (*Table 2, Figure 2*); associate professor rank from 19% in 1974-75 to 32% in 1994-95 (*Table 3, Figure 3*); assistant professor level from 31% in 1974-75 to 48% in 1994-95 (*Table 4, Figure 4*), and instructor rank from 52% in 1974-75 to 67% in 1994-95 (*Table 5, Figure 5*). The increases average less than one per cent over the 21-year time period even though the number of women earning Ph.D.s has increased dramatically during the same time period (*Table 12, Figure 16*). This pattern confirms what other studies such as the Carnegie Foundation for the Advancement of Teaching's 1989 National Survey of Faculty (1990) and selected data from AAUP's Annual Report on the Economic Status of the Profession 1989-90 (*1990, Table 10*) and 1994-95 (*1995, Table 10*) have found about Category II-A and II-B state colleges/universities which are similar to those in the State System (PA).

Further analysis of Table 10 shows that during the five-year period from 1989-90 to 1994-95, the percentage of women increased for the five national samples of Category II-A and II-B public universities for total faculty (range 3.11 to 5.55 percentage points) and the professor (range 2.62 to 4.09 percentage points), associate professor (4.26 to 8.04 percentage points), and assistant professor (range 1.83 to 6.36 percentage points) ranks. The percentage of women at the instructor rank during the same time period increased in three national samples (New York, Pennsylvania, and National Total) and decreased in two national samples (California and New Jersey). In 1994-95, the State System (PA) fell below the national percentage average for women at the professor rank (0.63 percentage points) but exceeded the national percentage averages for women for total faculty (1.17 percentage points) and the associate (0.53 percentage points), assistant (2.13 percentage points) and instructor (6.83 percentage points) ranks.

TABLE 10

Distribution of Full-time Faculty within Professorial Ranks by State and Sex

NATIONAL SAMPLES OF CATEGORY II-A AND II-B PUBLIC UNIVERSITIES 1989-90 and 1994-95

	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
California															
1989-90	1210	5283	6493	743	1349	2092	856	868	1724	127	78	205	2936	7578	10514
	18.64%	81.36%	100.00%	35.52%	64.48%	100.00%	49.65%	50.35%	100.00%	61.95%	38.05%	100.00%	27.92%	72.08%	100.00%
1994-95	1307	4444	5751	775	1029	1804	735	586	1321	80	62	142	2897	6121	9018
	22.73%	77.27%	100.00%	42.96%	57.04%	100.00%	55.64%	44.36%	100.00%	56.34%	43.66%	100.00%	32.12%	67.88%	100.00%
New Jersey															
1989-90	190	542	732	230	483	713	339	447	786	23	12	35	782	1484	2266
	25.96%	74.04%	100.00%	32.26%	67.74%	100.00%	43.13%	56.87%	100.00%	65.71%	34.29%	100.00%	34.51%	65.49%	100.00%
1994-95	216	521	737	241	419	660	357	418	775	16	18	34	830	1376	2206
	29.31%	70.69%	100.00%	36.52%	63.48%	100.00%	46.06%	53.94%	100.00%	47.06%	52.94%	100.00%	37.62%	62.38%	100.00%
New York															
1989-90	118	954	1072	261	835	1096	324	438	762	43	23	66	746	2250	2996
	11.01%	88.99%	100.00%	23.81%	76.19%	100.00%	42.52%	57.48%	100.00%	65.15%	34.85%	100.00%	24.90%	75.10%	100.00%
1994-95	139	881	1020	292	677	969	414	433	847	34	17	51	879	2008	2887
	13.63%	86.37%	100.00%	30.13%	69.87%	100.00%	48.88%	51.12%	100.00%	66.67%	33.33%	100.00%	30.45%	69.55%	100.00%
Pennsylvania															
1989-90	223	1345	1568	332	1028	1360	588	695	1283	156	110	266	1299	3178	4477
	14.22%	85.78%	100.00%	24.41%	75.59%	100.00%	45.83%	54.17%	100.00%	58.65%	41.35%	100.00%	29.01%	70.99%	100.00%
1994-95	273	1275	1548	429	893	1322	692	760	1452	158	78	236	1552	3006	4558
	17.64%	82.36%	100.00%	32.45%	67.55%	100.00%	47.66%	52.34%	100.00%	66.95%	33.05%	100.00%	34.05%	65.95%	100.00%
National Totals															
1989-90	4853	27440	32293	6832	18466	25298	10276	14782	25058	3953	3001	6954	25914	63689	89603
	15.03%	84.97%	100.00%	27.01%	72.99%	100.00%	41.01%	58.99%	100.00%	56.84%	43.16%	100.00%	28.92%	71.08%	100.00%
1994-95	5883	26323	32206	7883	16813	24696	11687	13982	25669	3748	2486	6234	29201	59604	88805
	18.27%	81.73%	100.00%	31.92%	68.08%	100.00%	45.53%	54.47%	100.00%	60.12%	39.88%	100.00%	32.88%	67.12%	100.00%

TABLE 11

Full-time Total Faculty at Professor Rank by State and Sex, 1989-90 and 1994-95

NATIONAL SAMPLES OF CATEGORY II-A and II-B PUBLIC UNIVERSITIES

	FEMALE			MALE		
System	Full Prof.	Total Faculty	% Full Prof.	Full Prof.	Total Faculty	% Full Prof.
California						
1989-90	1210	2936	41.21%	5283	7578	69.71%
1994-95	1307	2897	45.12%	4444	6121	72.60%
New Jersey						
1989-90	190	782	24.30%	542	1484	36.52%
1994-95	216	830	26.02%	521	1376	37.86%
New York						
1989-90	118	746	15.82%	954	2250	42.40%
1994-95	139	879	15.81%	881	2008	43.87%
Pennsylvania						
1989-90	223	1299	17.17%	1345	3178	42.32%
1994-95	273	1552	17.59%	1275	3006	42.42%
National						
1989-90	4853	25914	18.73%	27440	63689	43.08%
1994-95	5883	29201	20.15%	26323	59604	44.16%

The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

Comparisons among the national samples in 1994-95 show a significantly higher percentage of total female faculty at the professor rank in the California and New Jersey State Systems than in the Pennsylvania State System (*Table 11, Figure 15*). These two State Systems also have a significantly higher percentage of female faculty at the professor (*Table 10, Figure 11*) and associate professor (*Table 10, Figure 12*) levels than the State System (PA). The percentage increase of State System female faculty at the professor rank (0.68% yearly average) and at the associate professor level (1.60% yearly average) from 1989-90 to 1994-95 are small. These data suggest that the percentage of female faculty at the higher professorial ranks will not approach parity until well into the next century. Each national sample's percentage of female faculty increased at the assistant professor rank during the five-year period; however, the smallest increase (1.83%) occurred in the (PA) State System (*Table 10, Figure 13*). The State System (PA) has not hired or advanced female faculty to the higher professional ranks as successfully as the California and New Jersey State Systems have. As Conway observed, "*The mere fact of entry does not create opportunity*" (in Bloch, 1992, p.6)

Figure 10 - Full-time Total Faculty by Sex 1989-90 and 1994-95
National Samples of Category II-A and II-B Public Universities

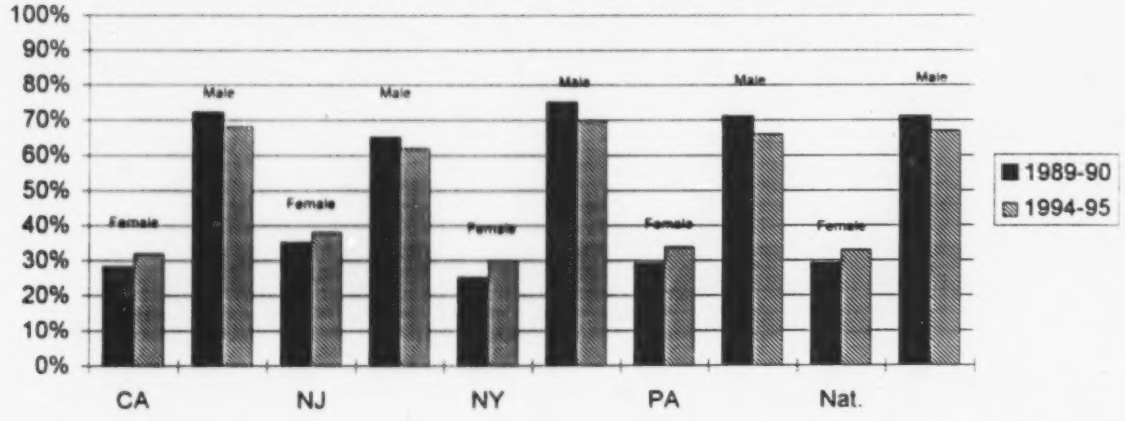


Figure 11 - Full-time Professor by Sex 1989-90 and 1994-95
National Samples of Category II-A and II-B Public Universities

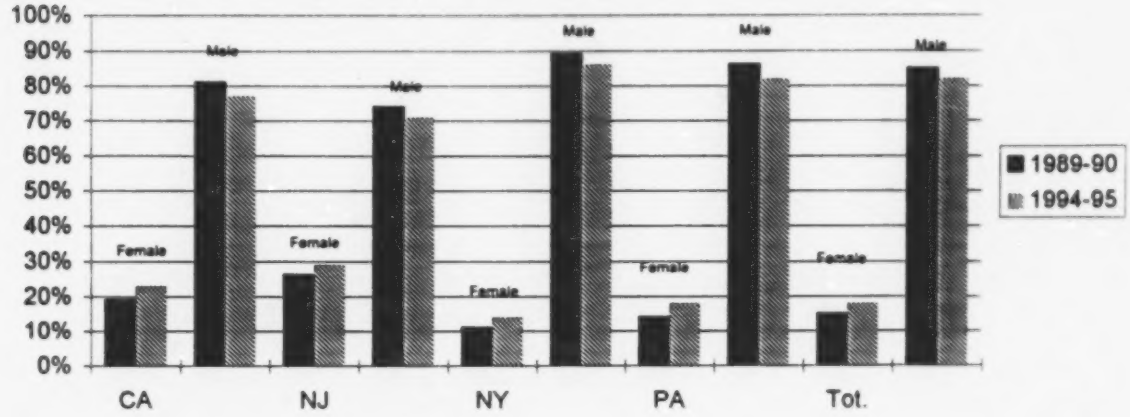


Figure 12 - Full-time Associate Professor by Sex 1989-90 and 1994-95
National Samples of Category II-A and II-B Public Universities

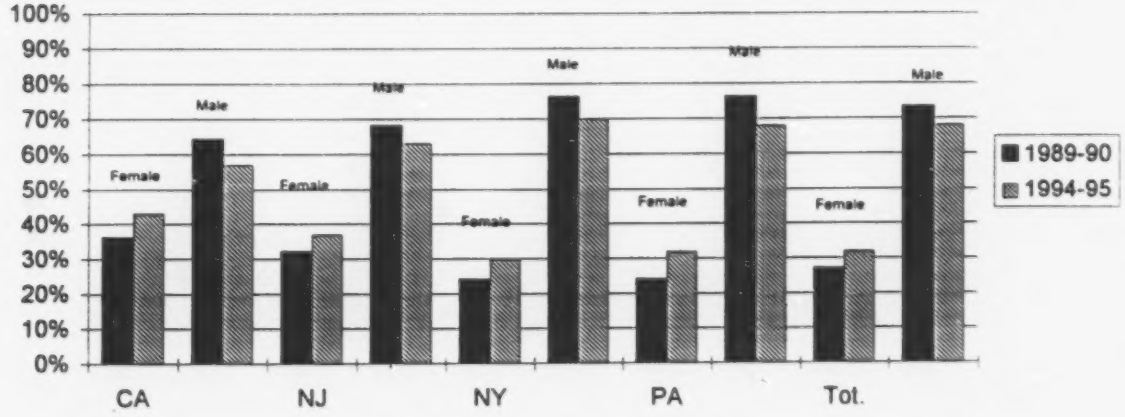


Figure 13 - Full-time Assistant Professor by Sex 1989-90 and 1994-95
National Samples of Category II-A and II-B Public Universities

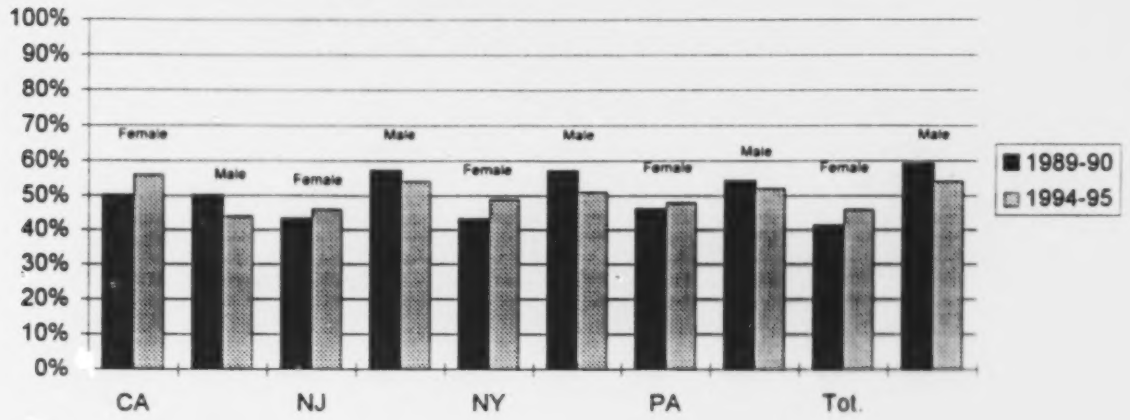


Figure 14 - Full-time Instructor by Sex 1989-90 and 1994-95
National Samples of Category II-A and II-B Public Universities

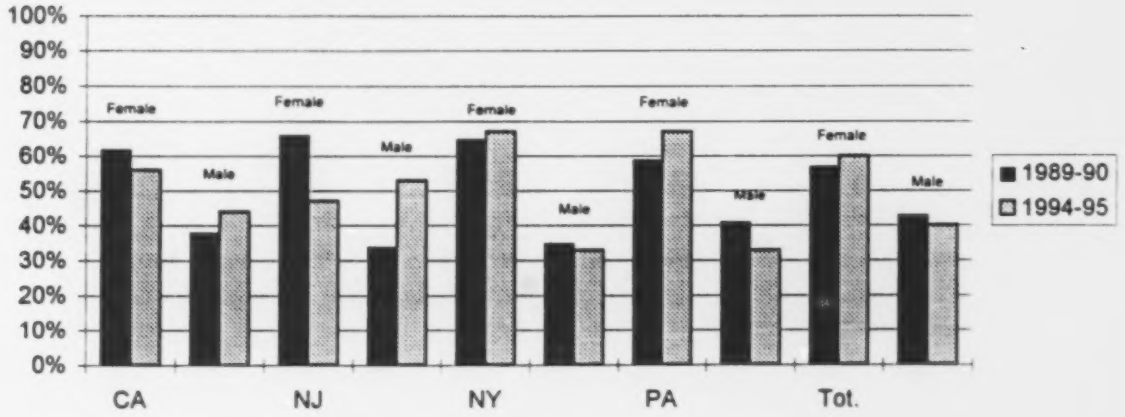
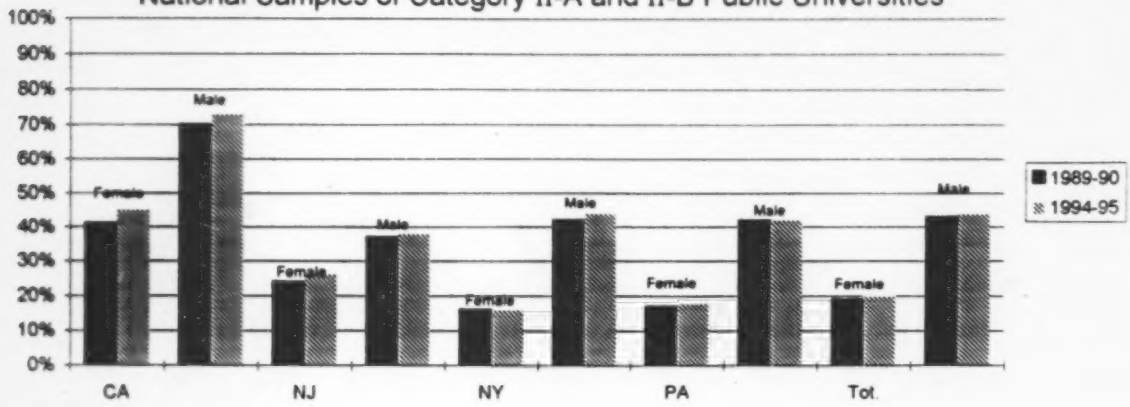


Figure 15 - Full-time Total Faculty at Professor Rank by Sex 1989-90 and 1994-95

National Samples of Category II-A and II-B Public Universities



The percentage of full-time female faculty at the professor rank was determined by dividing the number full-time female full professors by the total number of full-time female faculty. The same calculation was used for male faculty

---

There are a number of possible reasons for the underrepresentation of female faculty in the higher academic ranks (e.g., Sandler, 1992; Tierney & Rhoads, 1994); however, little evidence has been found in this study to explain why this phenomenon has occurred:

1) female faculty have been hired in the State System (PA) at the lower ranks (*Tables 2-4, Figures 2-4*), and/or

2) promotion policies and procedures within the State System (PA) may discriminate against female faculty (e.g., *Curry v. Slippery Rock State College, Watrel, President,* 1972; *Howard v. Slippery Rock State College, Watrel, President,* 1972; *Schmidt v. Slippery Rock State College, Watrel President,* 1972; *Keef, Petkofsky, Chern and Crawford v. West Chester University and the Association of Pennsylvania State College and University Faculties,* 1984).

There apparently have been no studies to determine why women are underrepresented in the higher professorial ranks in the State System (PA). The Institute for Women has worked with the Chancellor's Office for several years to

establish a data base to gather information about initial appointment, retention and promotion which could be used to determine the extent of, or lack of, gender differential among these variables. A pilot study involving two campuses was discussed; however, the study, which would have provided data about these variables, never materialized.

A recent doctoral dissertation (Fulmer, 1995), theoretical in nature, suggests another factor, organizational culture, may be instrumental in the existence of "glass ceilings" (metaphor for transparent level beyond which white men may progress but where others, in this case women, have difficulty advancing) within 13 of the 14 State System universities (Cheyney was excluded from the study because of its uniqueness). The researcher theorizes that the State System has three distinctive types of "glass ceilings" for female faculty members: low and impervious (traditional); medium and semi-porous (transitional); and high and porous (renaissance). Each type is composed of three to five universities. Fulmer used historical information, questionnaires, interviews, and observations to code, classify, and compare the culture of each university. Then, the researcher examined all 13 universities by administering questionnaires to faculty leadership, observing, and analyzing each university's written policies and procedures. Based on these findings, Fulmer concluded that distinct types of organizational cultures are related to distinctive "glass ceiling" heights and porosity and recommended changes within each type to eliminate the "ceilings."

Moreover, the low number and status of State System academic women also affect the campus environment. Women continue to comprise a significant majority of undergraduate FTE enrollment throughout the 21-year period examined in the study. When these two phenomena—low number and status of full-time female faculty and a large number of female undergraduates—are compared, one finds the ratios of undergraduate student FTE enrollment to full-time faculty by gender (*Table 9, Figure 9*) indicates a disproportionately smaller number of same-sex role models for female students (39.88 in 1974-75 and 28.69 in 1994-95) than for male students (8.91 in 1974-75 and 11.77 in 1994-95). These factors contribute to a campus climate which has been characterized in studies by the American Council on Education's Project on the Status and Education of Women (e.g., Hall & Sandler, 1982; Sandler and Hall, 1986) and other researchers (e.g., Toth, 1988; Thorne, 1989) as a "chilly" one for female students and female faculty. The findings of Tidball's research (1989) about women's colleges, for example, suggest that the professional development and career aspirations of female students and female faculty may be adversely affected by the absence of or limited number of same-sex role models. Tidball further concluded: *"Clearly, there cannot be an appropriate environment for women students in the absence of an appropriate environment for women faculty, administrators, trustees, guests, and alumnae"* (p. 169).

Related to the increased presence of female students in higher education, the "new majority," is the increased awareness of their needs. A growing body of research supports the notion that women and men experience and react to the world differently (e.g., Gilligan, 1982; Harris, Silverstein & Andrews, 1989; Stage & Maple, 1996). Thus, concerns about such matters as the inclusion of women in the curriculum, the teaching/ learning process, the relationship of faculty to students, a gender-balanced faculty and workplace, and the campus environment become important for all students, women and men alike, if they are to live and work in a pluralistic society.

Why has this disparity between female and male faculty persisted for 21 years? Did State System policies and practices contribute to the continued gender imbalance of the faculty? Were hiring, tenure and promotion policies and procedures at individual campuses related to the disproportionate number of women at the lower professorial ranks? Were the ratios of students to faculty by sex considered when educational programs and policies were planned and acted upon by the State System and the 14 Universities? The paucity of data and information about this 21-year time period prevents the author from answering these and other questions about policies and procedures of the State System and individual universities relating to the continued imbalance of female to male faculty. However, we can examine with some certainty factors relating to the availability of a pool of female candidates with doctorates and the commitment of the State System to improving the number and professorial rank of female faculty.

Part of the explanation may be related to the disproportionate number of men who were hired in the 1950s and 1960s, even in fields which historically had a sizable pool of female doctorates (Biology, Education, English, Foreign Languages, and Psychology). It was legal in that era to advertise for male applicants. Nor were there a significant number of female administrators at that time (See Pennsylvania State College and University Bulletins/Catalogs). Deans of Women were usually the only female administrators in this period. This noticeable lack of women in academic leadership positions may have contributed to the continued pattern of male self-perpetuation throughout the 1950s and 1960s. During the 1970s and early 1980s, the job market for faculty dried up but beginning in the mid-1980s and continuing into the early 1990s, more vacancies occurred in higher education as the faculty hired in the 1950s and 1960s retired (Magner, 1996). Now, economic restraints have contributed to a tight academic job market again. A substantial increase in female doctorates occurred concurrently during this time period *(Table 12)*.

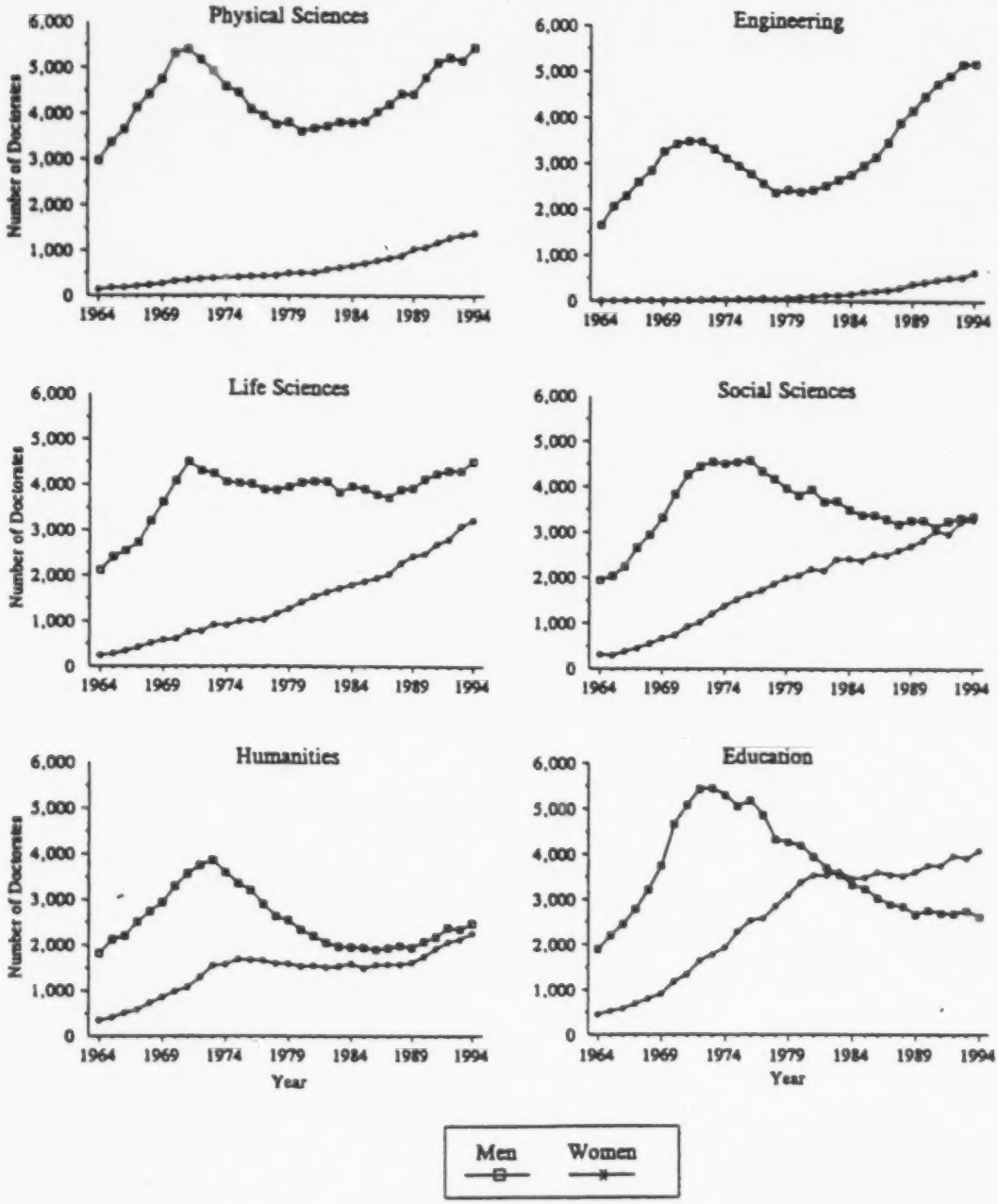
TABLE 12 Gender of Doctorate Recipients by Broad Field for Selected Years, 1964 - 1994

Field/Gender	1964	1969	1974	1979	1984	1989	1994
All Fields	14,325	25,743	33,047	31,239	31,337	34,324	41,011
Men	12,764	22,355	26,594	22,302	20,638	21,812	25,205
Women	1,561	3,388	6,453	8,937	10,699	12,512	15,806
Physical Sciences*	3,115	5,005	4,976	4,299	4,452	5,455	6,821
Men	2,979	4,743	4,592	3,803	3,795	4,425	5,438
Women	136	262	384	496	657	1,030	1,383
Engineering	1,664	3,265	3,147	2,490	2,913	4,543	5,826
Men	1,654	3,255	3,114	2,428	2,762	4,168	5,191
Women	10	10	33	62	151	375	635
Life Sciences	2,361	4,204	4,964	5,223	5,758	6,341	7,734
Men	2,117	3,622	4,058	3,952	3,965	3,917	4,516
Women	244	582	906	1,271	1,793	2,424	3,218
Social Sciences	2,258	3,984	5,882	5,961	5,929	5,961	6,624
Men	1,946	3,317	4,501	3,969	3,503	3,265	3,349
Women	312	667	1,381	1,992	2,426	2,696	3,275
Humanities	2,169	3,788	5,170	4,141	3,536	3,553	4,743
Men	1,819	2,937	3,594	2,549	1,947	1,940	2,479
Women	350	851	1,576	1,592	1,589	1,613	2,264
Education	2,351	4,659	7,241	7,385	6,808	6,278	6,683
Men	1,902	3,753	5,302	4,277	3,337	2,669	2,610
Women	449	906	1,939	3,108	3,471	3,609	4,073
Professional/Other	407	838	1,667	1,740	1,941	2,193	2,580
Men	347	728	1,433	1,324	1,329	1,428	1,622
Women	60	110	234	416	612	765	958

* Includes mathematics and computer sciences.

Source: *Summary Report 1994: Doctorate Recipients from United States Universities* (p. 21) by R. O. Simmons and D. H. Thurgood, 1995, Washington, DC: National Academy Press.

Figure 16 - Field of Doctorate, by Gender of Doctorate Recipients, 1964 - 1994



Source: *Summary Report 1994: Doctorate Recipients from United States Universities* (p. 8) by R. O. Simmons and D. H. Thurgood, 1995, Washington, DC: National Academy Press.

With the advent of the second women's movement in the United States in the 1960s, an increasing number of women have completed doctoral studies in traditional female fields as well as in traditional male fields of study (*Table 12, Figure 16*); however, disparities persist between the sexes within specific areas. Simmons & Thurgood (1995) found the following trends when they prepared the summary of 1994 doctorate recipients:

- *Women once again earned a record number of Ph.D.s (15,806 in 1994), while men fell short of their record number of doctorates in 1972 (25,205 in 1994 compared to 27,754 in 1972).*

- *While the number of male Ph.D.s in 1994 roughly doubled from 12,764 in 1964, the number of female Ph.D.s in 1994 increased more than ten-fold from 1,561 in 1964. Women's representation jumped from 11 percent in 1964 to an all-time high of 39 percent in 1994* (p. 3).

Simmons & Thurgood (1995) found as well:

- *In 1994, doctoral awards to men surpassed those to women in all but one broad field -- education. Women predominated in the field of education with 61 percent of all doctorates and were near parity in social sciences and humanities. However, women remained substantially outnumbered in the fields of life sciences (42 percent of Ph.D.s), physical sciences (20 percent), and engineering (11 percent).*

- *Although women Ph.D.s increased in every broad field over the last 30 years, men experienced major declines after the early 1970's in social sciences, humanities, and education. While men's numbers in social sciences have stabilized in recent years, and their numbers in humanities have slowly risen, their decline in the field of education has continued. The number of education doctorates awarded to men in 1994 was less then half the number in 1974* (p. 8).

Thus, there have been significant increases in the percentage of female doctorates since 1964. Their percentages have exceeded the percentages of male doctorates in Education and are approaching the percentages of male doctorates in all broad fields except Physical Sciences and Engineering. However, this fact is not reflected in the proportion of total female faculty (*Table 1, Figure 1*) or in the faculty

complements of State System Universities. (*Appendix A Tables 1; Appendix B Figures 1*). As Astin and Malik noted:

> . . . *the trends* [increased enrollment of women in graduate schools and earned doctorates] *appear to suggest that educational equality may be achieved sooner than equality in academic employment with respect to position and rewards.* (1993. p.186)

The State System's earlier inactivity in the area of affirmative action for women may also be related to its failure to formally recognize women in its affirmative action plans until the Board of Governors approved *the Affirmative Action and Equal Opportunity Plan: A Prospectus (Prospectus)* on April 19, 1988. The *Prospectus* (1988) specifically included women among the groups for which each University was to develop an affirmative action plan. The 14 plans were then to comprise the State System's five-year Affirmative Action Plan from 1988-89 through 1992-93. No historical data or other explanation was given for the addition of women to the other equity groups mentioned in the *Prospectus* (1988). However, in retrospect, this document can be viewed as the foundation for three later documents (*Priorities*, 1990; *Values*, 1991; and *Equity Plan*, 1994) which have further reinforced the State System's commitment to gender equity for the remainder of the decade.

Additionally, APSCUF's establishment of the Gender Issues Standing Committee in 1992 ensures that there is a mechanism for all faculty to address concerns related to contractual equity issues. The Committee members, both female and male, are representative of each campus; the Committee reports regularly to the Delegate Assembly. This past year, for example, the Committee recommended items for the Union's Negotiating Team to consider when meeting with the State System's bargaining group.

In summary, then, although parity has not been achieved and academic women continue to be underrepresented on faculties and in the higher professorial ranks, there is no doubt that the status of female faculty has improved in the past 21 years. The percentage of full-time female faculty has increased from 22% in 1974-75 to 34% in 1994-95 (*Table 1*). During this same time period the pool of women Ph.D. recipients has more than doubled (*Table 12*). Furthermore, women's participation in all fields has increased, approaching parity in the Humanities, Life Sciences and Social Sciences and exceeding parity in Education (*Table 12, Figure 16*). State System (PA) hiring practices have not reflected the availability of an ever increasing number of female doctorate recipients. Additionally, the percentage of State System (PA) female faculty at the professor rank (11% in 1974-75 and 18% in 1994-95) and associate professor level (19% in 1974-75 and 32% in 1994-95) indicates that professional advancement within ranks is difficult for female faculty (*Tables 2 and 3*).

The establishment of such groups as the Commissions on the Status of Women, Gender Issues Committees, and Women's Centers on most campuses; the proliferation of Women's Studies Programs throughout the State System; and the increased representation of women on APSCUF state-wide committees are evidence of the progress that has been made. This author agrees with Astin & Malik (1994) that the future is problematic.

> *Currently, demographic and economic trends are producing a mixed message about the future of academic women. On the one hand, the growing number of faculty reaching retirement age should increase the number of positions available. On the other hand, economic difficulties and budgetary constraints faced by many institutions of higher education may portend a decline in academic employment. The heightened competition for these positions which do become available will provide an opportunity to test the strength and depth of the commitment to gender equality in higher education.* (p. 193)

It is hoped that the present commitment of APSCUF and the State System will not weaken and the State System is among the vanguard of public universities which achieve gender parity within its faculties and academic divisions.

VI. A CALL FOR ACTION

1) Efforts to improve the status of female faculty should be communicated throughout the State System so that the entire System is aware and knowledgeable about what has been done, what is being done, and what needs to be done to ensure a gender-balanced faculty in all divisions, departments, and professorial ranks at each of the 14 Universities. Informed constituencies are a prerequisite for equity to become a reality in the State System.

2) The *Equity Plan's* (1994) assessment is comprehensive and has the potential to identify factors, both perceived and real, related to equity issues within the State System. However, the *Equity Plan* (1994) will achieve its goals only if faculty and staff are informed about and involved in the process and outcomes. For example, most faculty are unaware of the information contained in the annual reports which were to be submitted by individual campuses by February 1, 1995 (beginning date) and each subsequent year. Was an Equity Symposium held in 1996 as scheduled and its work disseminated within the State System? Nor is the faculty knowledgeable about the comparative analyses the Office of the Chancellor may have completed on data collected to date. How, then, can the assessment plan be monitored, common concerns identified, and lessons learned shared as noted in the *Equity Plan* (1994, p.35)?

3) A critical component of the assessment plan as it relates to female faculty are the ACE Commission on Women in Higher Education Guidelines (listed in Appendix C) because they are the standards against which university policy and procedures should be developed (*Equity Plan*, 1994, p. 47). However, most faculty, both female and male, are unfamiliar with these Guidelines. The State System should develop an awareness of these Guidelines and how they are being met at individual campuses and throughout the State System.

4) The State System should strengthen its efforts to develop a consensus within the academic community about the rapidly increasing knowledge about gender differences and the importance of same-sex and cross-sex mentors and role models for female and male students and faculty. For example, programs which develop faculty and administrators' awareness of equity issues and identify and destroy stereotypical assumptions about female and male ways of viewing the world should be continued and expanded.

5) The State System's equity planning should utilize the survey of earned doctorates (Simmons & Thurgood, 1995) which is conducted annually for the National Science Foundation, U.S. Department of Education, National Institutes of Health, National Endowment for the Humanities, and U.S. Department of Agriculture. The annual reports identify the availability of women in specific fields and document the increasing number of female doctorate recipients as well as gender differences which may exist in fields and subfields.

6) Individual campuses within the State System should increase their efforts to hire female faculty at the professor and associate professor ranks. Unless this effort is made, female faculty will continue to be disproportionately distributed in the lower professorial ranks well into the 21st century.

7) The State System and individual campuses should contact the California and New Jersey State Systems to find out why there is a higher percentage of female faculty at the professor and associate professor ranks in their respective Systems. This information would help the State System (PA) to establish targets and determine what it could do to be as successful in hiring and furthering the professional advancement of female faculty and establish realistic targets which achieve this.

8) The State System and APSCUF should also review the committees which are formed to ensure that female faculty are equitably represented as members and in leadership roles.

9) Subsequent studies should use data collected at each of the 14 campuses to accomplish the following:

    a) Identify the factors that have contributed to the disproportionate distribution of female faculty in the lower ranks,

    b) determine whether hiring procedures and policies are proper,

    c) verify that affirmative action procedures and policies are being followed,

    d) ascertain the extent to which departmental complements are gender-balanced in each rank,

    e) examine the degree to which departments are involved in affirmative action programs,

    f) investigate the retention rate of faculty to determine if there are gender differences,

    g) learn the degree to which female faculty have a voice in the governance structures at their respective universities and in the State System and APSCUF, and

    h) conduct follow-up studies to this study every five years to ensure that "progress" is really being made in the hiring and promotion of female faculty.

The original study (Keetz, 1991) and its extension (Keetz, 1997) exemplify the importance of longitudinal studies and wide dissemination of information and findings. They inform the State System and its 14 campuses about the history of gender inequality within the System and the progress that has been made to date in improving the status of women. It is hoped that the Chancellor's Office will support the follow-up studies that are necessary to determine if there are significant differences among female and male faculty as to rank and step hired, retention, and promotion. As Conway (in Bloch, 1992, p. 6) has noted, *"It is the terms on which women enter occupations that govern their opportunities."* Only then will we know with certainty that gender parity exists for faculty retention and advancement within the State System.

In the author's view, many of the changes in the climate of the individual campuses and the status of female faculty in the State System since the early 1970s have come about because female faculty have pressed for them collectively through the establishment and actions of such groups as the Women's Consortium of the Pennsylvania State System of Higher Education, Women's Centers, Women's Studies Programs, Institute for Women, Child Care Centers, and most recently, the Commissions on the Status of Women and the Women's Caucus in APSCUF's Legislative Assembly. It is heartening to know that their importance in implementing the *Equity Plan* (1994, p.23) is now being recognized within the State System. The commitment, energy, resources, and experience that these groups offer should continue to provide direction to address the issues raised in this report.

It has been said that reality only has value when it is transformed. This study should stimulate a new awareness about gender inequality in the State System and help to set the agenda for the increased hiring and professional advancement of female faculty in the State System. Quality education in the State System demands nothing less.

REFERENCES

DOCUMENTS

American Association of University Professors (AAUP)

A ray of sunshine? (1995). Annual report on the economic status of the profession, 1994-95. **Academe. 81** (March-April).

Some dynamic aspects of academic careers: The urgent need to match aspirations with compensation (1990). Annual report on the economic status of the profession, 1989-90. **Academe. 76** (March-April).

Two steps backward: Report on the economic status of the profession, 1974-75 (1975). Annual report on the economic status of the profession, 1974-75. **AAUP Bulletin. 61** (Summer).

Association of Pennsylvania State College and University Faculties (APSCUF)

APSCUF committee on quality in higher education (March, 1984, Revised May, 1984). **Excellence in public higher education, a call for action: Comments and recommendations** [Report No. 1]. Harrisburg, PA: APSCUF.

APSCUF committee on quality in higher education (April, 1986). **Faculty development in the state system of higher education, an agenda for reform: Comments and recommendations** [Report No. 2]. Harrisburg, PA: APSCUF.

APSCUF committee on quality in higher education (Summer, 1988). **With quality for all: Comments and recommendations for being responsive to students** [Report No. 3]. Harrisburg, PA: APSCUF.

1994/95 APSCUF leadership directory [not dated]. Harrisburg, PA: APSCUF.

Pennsylvania Human Relations Commission (PHRC)

Curry, E. R., Complainant v. Slippery Rock State College, A. A. Watrel, President, Respondent. Docket No. E-4264. Pittsburgh: PHRC, 1972.

Howard, R., Complainant v. Slippery Rock State College, A. A. Watrel, President, Respondent. Docket No. E-4263P. Pittsburgh: PHRC, 1972.

Keefe, C., Petkofsky, R. B., Chern, N. E., & Crawford, M., Claimants v. West Chester University of Pennsylvania and The Association of Pennsylvania State College and University Faculties, Defendants. Docket Nos. E-30929 through E-30936. Philadelphia: PHRC, 1984.

Schmidt, D. B., Complainant v. Slippery Rock State College, A. A. Watrel, President, Respondent. Docket No. E-4703P. Pittsburgh: PHRC, 1972.

State System of Higher Education (PA)

Affirmative action and equal educational opportunity plan: A prospectus. (1988). Harrisburg, PA: Office of the Chancellor, State System of Higher Education.

Excellence and equity: A plan for building community in Pennsylvania's state system of higher education. (1994). Harrisburg, PA: Office of the Chancellor, State System of Higher Education.

Report of the long range strategic planning committee. (1984). **The mission and the strategic direction statements for the state system of higher education.** Harrisburg, PA: Office of the Chancellor, State System of Higher Education.

Report of the state system of higher education 1989-90 planning commission. (1990). **Priorities of Pennsylvania's state system of higher education during the 1990s.** Harrisburg, PA: Office of the Chancellor, State System of Higher Education.

Report of the state system of higher education task force on values education. (1991). **Emphasis on values: A priority for Pennsylvania's state system of higher education during the 1990s.** Harrisburg, PA: Office of the Chancellor, State System of Higher Education.

SELECTED REFERENCES

Astin, H. S. & Malik, L. (1994). *Academic women in the United States: Problems and prospects.* In S. S. Lie, L. Malik, & D. Harris (Eds.), **The Gender Gap in Higher Education** (pp. 182-193). World yearbook of education 1994. London: Kogan Page.

Bloch, N. *Women's worth.* **Earthwatch,** May/June 1992. pp. 6-7

The Carnegie Foundation for the Advancement of Teaching. (1990). *Women faculty excel as campus citizens.* **Change.** 22. 39-43.

Fulmer, W. E. **The convergence of organizational cultures and glass ceilings for women.** Unpublished doctoral dissertation, University of Pittsburgh, 1995.

Gilligan, C. (1982). **In a different voice: Psychological theory and women's development.** Cambridge, MA: Harvard University Press.

Hall, R. M. & Sandler, B. R. (1982). **The classroom climate: A chilly one for women?** Washington, DC: Project on the Status and Education of Women, Association of American Colleges.

Harris, J., Silverstein, J. & Andrews, D. (1989). *Educating women in science.* In C. S. Pearson, D. L. Shavlik & J. G. Touchton (Eds.), **Educating the majority: Women challenge tradition in higher education** (pp. 294-310). New York: Crown Macmillan Publishers (American Council on Education and Macmillan Publishing Company).

Keetz, M. A. (1995). **Elected APSCUF delegates and alternates by sex: State system of higher education, 1980-81 through 1994-95.** West Chester, PA: Institute for Women, 1995.

Keetz, M. A. (1991). **The status of female faculty in Pennsylvania's state system of higher education: An historical perspective, 1974-1989.** West Chester, PA: Women's Consortium of the Pennsylvania State System of Higher Education. (Eric Document Reproduction Service No. ED 339 292).

Keetz, M. A. (1989, November). **The status of women in the state system and APSCUF.** Paper presented at special session at APSCUF's 80th legislative assembly, Altoona, PA.

Magner, D. (1996, February 2). *The new generation.* **The Chronicle of Higher Education.** pp. A17-A18.

SELECTED REFERENCES cont.

Sandler, B. R. (1992). **Success and survival strategies for women faculty members.** Washington, DC: Association of American Colleges.

Sandler, B. R. & Hall, R. N. (1986). **The campus climate revisited: Chilly for women faculty, administrators, and graduate students.** Washington, DC: Project on the Status and Education of Women, Association of American Colleges.

Simmons, R. O. & Thurgood, D. H. (1995). **Summary report 1994: Doctorate recipients from United States universities.** Washington, DC: National Academy Press.

Stage, F. K. & Maple, S. A. (1996). *Incompatible goals: narratives of graduate women in the mathematics pipeline.* **American Educational Research Journal,** 33(1), 23-51.

Thorne, B. (1989). *Rethinking the ways we teach.* In C. S. Pearson, D. L. Shavlik & J. G. Touchton (Eds.), **Educating the majority: Women challenge tradition in higher education** (pp. 311-325). New York: Crown Macmillan Publishers (American Council on Education and Macmillan Publishing Company).

Tidball, M. E. (1989). *Women's Colleges: Exceptional conditions, not exceptional talent, produce high achievers.* In C. S. Pearson, D. L. Shavlik & J. G. Touchton (Eds.), **Education the majority: Women challenge tradition in higher education** (pp. 157-172). New York: Crown Macmillan Publishers (American Council on Education and Macmillan Publishing Company).

Tierney, W. G. & Rhoads, R. A. (1994). **Faculty socialization as cultural process: a mirror of institutional commitment.** ASHE-ERIC Higher Education Report No. 93-6. Washington, DC: The George Washington University, School of Education and Human Development.

Toth, E. (1988). *Women in academia.* In A. L. DeNeef, C. D. Goodwin & E. S. McCrate (Eds.), **The academic's handbook** (pp. 36-45). Durhan, NC: Duke University Press.

Appendix A

Tables 1 - 4
for each of the 14
State System
of Higher Education Universities

Appendix A
TABLE OF CONTENTS BY UNIVERSITY

	pages
Bloomsburg University of Pennsylvania	65 - 70
California University of Pennsylvania	71 - 76
Cheyney University of Pennsylvania	77 - 82
Clarion University of Pennsylvania	83 - 88
East Stroudsburg University of Pennsylvania	89 - 94
Edinboro University of Pennsylvania	95 - 100
Indiana University of Pennsylvania	101 - 106
Kutztown University of Pennsylvania	107 - 112
Lock Haven University of Pennsylvania	113 - 118
Mansfield University of Pennsylvania	119 - 124
Millersville University of Pennsylvania	125 - 130
Shippensburg University of Pennsylvania	131 - 136
Slippery Rock University of Pennsylvania	137 - 142
West Chester University of Pennsylvania	143 - 148

Appendix A
TABLE OF TABLES BY UNIVERSITY

TABLE 1 Distribution of Full-time Faculty within Professorial Ranks by Sex 1974-1994

	pages
Bloomsburg University of Pennsylvania	66
California University of Pennsylvania	72
Cheyney University of Pennsylvania	78
Clarion University of Pennsylvania	84
East Stroudsburg University of Pennsylvania	90
Edinboro University of Pennsylvania	96
Indiana University of Pennsylvania	102
Kutztown University of Pennsylvania	108
Lock Haven University of Pennsylvania	114
Mansfield University of Pennsylvania	120
Millersville University of Pennsylvania	126
Shippensburg University of Pennsylvania	132
Slippery Rock University of Pennsylvania	138
West Chester University of Pennsylvania	144

TABLE 2 Full-time Total Faculty at Professor Rank by Sex 1974-1994

	pages
Bloomsburg University of Pennsylvania	68
California University of Pennsylvania	74
Cheyney University of Pennsylvania	80
Clarion University of Pennsylvania	86
East Stroudsburg University of Pennsylvania	92
Edinboro University of Pennsylvania	98
Indiana University of Pennsylvania	104
Kutztown University of Pennsylvania	110
Lock Haven University of Pennsylvania	116
Mansfield University of Pennsylvania	122
Millersville University of Pennsylvania	128
Shippensburg University of Pennsylvania	134
Slippery Rock University of Pennsylvania	140
West Chester University of Pennsylvania	146

TABLE 3 Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex 1974-1994

	pages
Bloomsburg University of Pennsylvania	69
California University of Pennsylvania	75
Cheyney University of Pennsylvania	81
Clarion University of Pennsylvania	87
East Stroudsburg University of Pennsylvania	93
Edinboro University of Pennsylvania	99
Indiana University of Pennsylvania	105
Kutztown University of Pennsylvania	111
Lock Haven University of Pennsylvania	117
Mansfield University of Pennsylvania	123
Millersville University of Pennsylvania	129
Shippensburg University of Pennsylvania	135
Slippery Rock University of Pennsylvania	141
West Chester University of Pennsylvania	147

TABLE 4 Student FTE Enrollment by Enrollment Status and Sex 1974-1994

	pages
Bloomsburg University of Pennsylvania	70
California University of Pennsylvania	76
Cheyney University of Pennsylvania	82
Clarion University of Pennsylvania	88
East Stroudsburg University of Pennsylvania	94
Edinboro University of Pennsylvania	100
Indiana University of Pennsylvania	106
Kutztown University of Pennsylvania	112
Lock Haven University of Pennsylvania	118
Mansfield University of Pennsylvania	124
Millersville University of Pennsylvania	130
Shippensburg University of Pennsylvania	136
Slippery Rock University of Pennsylvania	142
West Chester University of Pennsylvania	148

BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

TABLE 1

Distribution of Full-time Faculty within Professorial Ranks by Sex, 1974-1994

BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	9 10.98%	73 89.02%	82 100.00%	16 15.09%	90 84.91%	106 100.00%	18 24.66%	55 75.34%	73 100.00%	1 50.00%	1 50.00%	2 100.00%	44 16.73%	219 83.27%	263 100.00%
1975-76	10 12.05%	73 87.95%	83 100.00%	15 14.02%	92 85.98%	107 100.00%	19 26.03%	54 73.97%	73 100.00%	2 28.57%	5 71.43%	7 100.00%	46 17.04%	224 82.96%	270 100.00%
1976-77	11 12.79%	75 87.21%	86 100.00%	17 15.04%	96 84.96%	113 100.00%	16 23.19%	53 76.81%	69 100.00%	3 37.50%	5 62.50%	8 100.00%	47 17.03%	229 82.97%	276 100.00%
1977-78	9 10.59%	76 89.41%	85 100.00%	20 17.24%	96 82.76%	116 100.00%	16 22.86%	54 77.14%	70 100.00%	6 60.00%	4 40.00%	10 100.00%	51 18.15%	230 81.85%	281 100.00%
1978-79	9 10.00%	81 90.00%	90 100.00%	18 14.63%	105 85.37%	123 100.00%	24 33.33%	48 66.67%	72 100.00%	7 70.00%	3 30.00%	10 100.00%	58 19.66%	237 80.34%	295 100.00%
1979-80	11 11.96%	81 88.04%	92 100.00%	21 16.80%	104 83.20%	125 100.00%	26 36.11%	46 63.89%	72 100.00%	6 60.00%	4 40.00%	10 100.00%	64 21.40%	235 78.60%	299 100.00%
1980-81	11 11.22%	87 88.78%	98 100.00%	20 16.13%	104 83.87%	124 100.00%	27 39.71%	41 60.29%	68 100.00%	6 66.67%	3 33.33%	9 100.00%	64 21.40%	235 78.60%	299 100.00%
1981-82	12 12.37%	85 87.63%	97 100.00%	17 14.29%	102 85.71%	119 100.00%	30 40.54%	44 59.46%	74 100.00%	11 91.67%	1 8.33%	12 100.00%	70 23.18%	232 76.82%	302 100.00%
1982-83	12 12.12%	87 87.88%	99 100.00%	18 15.93%	95 84.07%	113 100.00%	33 41.25%	47 58.75%	80 100.00%	11 57.89%	8 42.11%	19 100.00%	74 23.79%	237 76.21%	311 100.00%
1983-84	12 12.12%	87 87.88%	99 100.00%	17 16.04%	89 83.96%	106 100.00%	33 38.37%	53 61.63%	86 100.00%	12 50.00%	12 50.00%	24 100.00%	74 23.49%	241 76.51%	315 100.00%

TABLE 1 (Continued)

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1984-85	14	90	104	17	93	110	37	58	95	10	9	19	78	250	328
	13.46%	86.54%	100.00%	15.45%	84.55%	100.00%	38.95%	61.05%	100.00%	52.63%	47.37%	100.00%	23.78%	76.22%	100.00%
1985-86	12	88	100	17	87	104	42	59	101	20	12	32	91	246	337
	12.00%	88.00%	100.00%	16.35%	83.65%	100.00%	41.58%	58.42%	100.00%	62.50%	37.50%	100.00%	27.00%	73.00%	100.00%
1986-87	14	81	95	17	88	105	43	62	105	26	13	39	100	244	344
	14.74%	85.26%	100.00%	16.19%	83.81%	100.00%	40.95%	59.05%	100.00%	66.67%	33.33%	100.00%	29.07%	70.93%	100.00%
1987-88	14	81	95	15	85	100	39	66	105	17	9	26	85	241	326
	14.74%	85.26%	100.00%	15.00%	85.00%	100.00%	37.14%	62.86%	100.00%	65.38%	34.62%	100.00%	26.07%	73.93%	100.00%
1988-89	16	82	98	21	87	108	44	66	110	15	9	24	96	244	340
	16.33%	83.67%	100.00%	19.44%	80.56%	100.00%	40.00%	60.00%	100.00%	62.50%	37.50%	100.00%	28.24%	71.76%	100.00%
1989-90	17	86	103	23	92	115	52	62	114	7	9	16	99	249	348
	16.50%	83.50%	100.00%	20.00%	80.00%	100.00%	45.61%	54.39%	100.00%	43.75%	56.25%	100.00%	28.45%	71.55%	100.00%
1990-91	16	89	105	24	84	108	45	67	112	6	8	14	91	248	339
	15.24%	84.76%	100.00%	22.22%	77.78%	100.00%	40.18%	59.82%	100.00%	42.86%	57.14%	100.00%	26.84%	73.16%	100.00%
1991-92	18	88	106	23	83	106	54	64	118	4	5	9	99	240	339
	16.98%	83.02%	100.00%	21.70%	78.30%	100.00%	45.76%	54.24%	100.00%	44.44%	55.56%	100.00%	29.20%	70.80%	100.00%
1992-93	16	79	95	26	78	104	63	66	129	4	6	10	109	229	338
	16.84%	83.16%	100.00%	25.00%	75.00%	100.00%	48.84%	51.16%	100.00%	40.00%	60.00%	100.00%	32.25%	67.75%	100.00%
1993-94	17	81	98	29	80	109	62	69	131	6	4	10	114	234	348
	17.35%	82.65%	100.00%	26.61%	73.39%	100.00%	47.33%	52.67%	100.00%	60.00%	40.00%	100.00%	32.76%	67.24%	100.00%
1994-95	20	84	104	32	84	116	54	57	111	8	4	12	114	229	343
	19.23%	80.77%	100.00%	27.59%	72.41%	100.00%	48.65%	51.35%	100.00%	66.67%	33.33%	100.00%	33.24%	66.76%	100.00%

TABLE 2

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-75	9	44	20.45%	73	219	33.33%
1975-76	10	46	21.74%	73	224	32.59%
1976-77	11	47	23.40%	75	229	32.75%
1977-78	9	51	17.65%	76	230	33.04%
1978-79	9	58	15.52%	81	237	34.18%
1979-80	11	64	17.19%	81	235	34.47%
1980-81	11	64	17.19%	87	235	37.02%
1981-82	12	70	17.14%	85	232	36.64%
1982-83	12	74	16.22%	87	237	36.71%
1983-84	12	74	16.22%	87	241	36.10%
1984-85	14	78	17.95%	90	250	36.00%
1985-86	12	91	13.19%	88	246	35.77%
1986-87	14	100	14.00%	81	244	33.20%
1987-88	14	85	16.47%	81	241	33.61%
1988-89	16	96	16.67%	82	244	33.61%
1989-90	17	99	17.17%	86	249	34.54%
1990-91	16	91	17.58%	89	248	35.89%
1991-92	18	99	18.18%	88	240	36.67%
1992-93	16	109	14.68%	79	229	34.50%
1993-94	17	114	14.91%	81	234	34.62%
1994-95	20	114	17.54%	84	229	36.68%

Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

94

TABLE 3

Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex, 1974 - 1994

BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

Year	FEMALE RATIO (Undergraduate Female FTE to 1 Full-time Female Faculty)	MALE RATIO (Undergraduate Male FTE to 1 Full-time Male Faculty)
1974-75	60.52	9.10
1975-76	60.52	9.75
1976-77	59.61	10.10
1977-78	59.11	10.09
1978-79	52.86	9.25
1979-80	49.31	9.35
1980-81	50.27	9.05
1981-82	46.41	9.06
1982-83	44.35	8.57
1983-84	44.47	8.68
1984-85	42.27	8.43
1985-86	37.46	8.57
1986-87	35.54	8.97
1987-88	43.42	9.17
1988-89	38.14	9.13
1989-90	38.55	9.38
1990-91	42.55	9.99
1991-92	39.90	10.75
1992-93	36.93	10.64
1993-94	34.19	10.35
1994-95	33.39	10.44

TABLE 4
Student FTE Enrollment
by Enrollment Status and Sex, 1974 - 1994
BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Year	%	%	%	%	%	%	%	%	%
1974	204	115	319	2663	1992	4655	2867	2107	4974
	63.95%	36.05%	100.00%	57.21%	42.79%	100.00%	57.64%	42.36%	100.00%
1975	261.5	127	388.5	2784	2183.5	4967.5	3045.5	2310.5	5356
	67.31%	32.69%	100.00%	56.04%	43.96%	100.00%	56.86%	43.14%	100.00%
1976	242	143	385	2801.5	2313.5	5115	3043.5	2456.5	5500
	62.86%	37.14%	100.00%	54.77%	45.23%	100.00%	55.34%	44.66%	100.00%
1977	238	161	399	3014.5	2320	5334.5	3252.5	2481	5733.5
	59.65%	40.35%	100.00%	56.51%	43.49%	100.00%	56.73%	43.27%	100.00%
1978	230.5	129	359.5	3066	2191.5	5257.5	3296.5	2320.5	5617
	64.12%	35.88%	100.00%	58.32%	41.68%	100.00%	58.69%	41.31%	100.00%
1979	264.5	132.5	397	3156	2197.5	5353.5	3420.5	2330	5750.5
	66.62%	33.38%	100.00%	58.95%	41.05%	100.00%	59.48%	40.52%	100.00%
1980	283	137.5	420.5	3217.5	2126	5343.5	3500.5	2263.5	5764
	67.30%	32.70%	100.00%	60.21%	39.79%	100.00%	60.73%	39.27%	100.00%
1981	222.5	108.5	331	3248.5	2101.5	5350	3471	2210	5681
	67.22%	32.78%	100.00%	60.72%	39.28%	100.00%	61.10%	38.90%	100.00%
1982	208	91.5	299.5	3282	2030.5	5312.5	3490	2122	5612
	69.45%	30.55%	100.00%	61.78%	38.22%	100.00%	62.19%	37.81%	100.00%
1983	215	88	303	3291	2093	5384	3506	2181	5687
	70.96%	29.04%	100.00%	61.13%	38.87%	100.00%	61.65%	38.35%	100.00%
1984	198.5	60.5	259	3297	2107.5	5404.5	3495.5	2168	5663.5
	76.64%	23.36%	100.00%	61.00%	39.00%	100.00%	61.72%	38.28%	100.00%
1985	239.5	83	322.5	3409.5	2108	5517.5	3649	2191	5840
	74.26%	25.74%	100.00%	61.79%	38.21%	100.00%	62.48%	37.52%	100.00%
1986	273.5	90	363.5	3553.5	2187.5	5741	3827	2277.5	6104.5
	75.24%	24.76%	100.00%	61.90%	38.10%	100.00%	62.69%	37.31%	100.00%
1987	273.5	79.5	353	3691	2211	5902	3964.5	2290.5	6255
	77.48%	22.52%	100.00%	62.54%	37.46%	100.00%	63.38%	36.62%	100.00%
1988	230.5	78	308.5	3661	2228	5889	3891.5	2306	6197.5
	74.72%	25.28%	100.00%	62.17%	37.83%	100.00%	62.79%	37.21%	100.00%
1989	252.5	79.5	332	3816	2336.5	6152.5	4068.5	2416	6484.5
	76.05%	23.95%	100.00%	62.02%	37.98%	100.00%	62.74%	37.26%	100.00%
1990	303	99	402	3872.5	2477	6349.5	4175.5	2576	6751.5
	75.37%	24.63%	100.00%	60.99%	39.01%	100.00%	61.85%	38.15%	100.00%
1991	311.5	112.5	424	3950.5	2579	6529.5	4262	2691.5	6953.5
	73.47%	26.53%	100.00%	60.50%	39.50%	100.00%	61.29%	38.71%	100.00%
1992	271	102	373	4025.5	2436	6461.5	4296.5	2538	6988
	72.65%	27.35%	100.00%	62.30%	37.70%	100.00%	61.48%	36.32%	100.00%
1993	272	105.5	377.5	3897.5	2422.5	6320	4169.5	2528	6697.5
	72.05%	27.95%	100.00%	61.67%	38.33%	100.00%	62.25%	37.75%	100.00%
1994	290.5	124.5	415	3807.5	2391	6198.5	4098	2515.5	6613.5
	70.00%	30.00%	100.00%	61.43%	38.57%	100.00%	61.96%	38.04%	100.00%

CALIFORNIA UNIVERSITY OF PENNSYLVANIA

TABLE 1

Distribution of Full-time Faculty within Professorial Ranks by Sex, 1974-1994

CALIFORNIA UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	5	113	118	23	130	153	21	37	58	3	4	7	52	284	336
	4.24%	95.76%	100.00%	15.03%	84.97%	100.00%	36.21%	63.79%	100.00%	42.86%	57.14%	100.00%	15.48%	84.52%	100.00%
1975-76	5	110	115	18	114	132	15	36	51	3	2	5	41	262	303
	4.35%	95.65%	100.00%	13.64%	86.36%	100.00%	29.41%	70.59%	100.00%	60.00%	40.00%	100.00%	13.53%	86.47%	100.00%
1976-77	7	111	118	19	117	136	14	39	53	4	1	5	44	268	312
	5.93%	94.07%	100.00%	13.97%	86.03%	100.00%	26.42%	73.58%	100.00%	80.00%	20.00%	100.00%	14.10%	85.90%	100.00%
1977-78	7	111	118	20	116	136	13	40	53	6	4	10	46	271	317
	5.93%	94.07%	100.00%	14.71%	85.29%	100.00%	24.53%	75.47%	100.00%	60.00%	40.00%	100.00%	14.51%	85.49%	100.00%
1978-79	7	112	119	26	112	138	12	41	53	4	5	9	49	270	319
	5.88%	94.12%	100.00%	18.84%	81.16%	100.00%	22.64%	77.36%	100.00%	44.44%	55.56%	100.00%	15.36%	84.64%	100.00%
1979-80	7	111	118	24	112	136	12	36	48	3	2	5	46	261	307
	5.93%	94.07%	100.00%	17.65%	82.35%	100.00%	25.00%	75.00%	100.00%	60.00%	40.00%	100.00%	14.98%	85.02%	100.00%
1980-81	6	108	114	21	103	124	11	33	44	3	2	5	41	246	287
	5.26%	94.74%	100.00%	16.94%	83.06%	100.00%	25.00%	75.00%	100.00%	60.00%	40.00%	100.00%	14.29%	85.71%	100.00%
1981-82	6	110	116	22	99	121	10	34	44	3	1	4	41	244	285
	5.17%	94.83%	100.00%	18.18%	81.82%	100.00%	22.73%	77.27%	100.00%	75.00%	25.00%	100.00%	14.39%	85.61%	100.00%
1982-83	9	110	119	20	88	108	7	29	36	3	1	4	39	228	267
	7.56%	92.44%	100.00%	18.52%	81.48%	100.00%	19.44%	80.56%	100.00%	75.00%	25.00%	100.00%	14.61%	85.39%	100.00%
1983-84	10	105	115	18	88	106	6	31	37	6	5	11	40	229	269
	8.70%	91.30%	100.00%	16.98%	83.02%	100.00%	16.22%	83.78%	100.00%	54.55%	45.45%	100.00%	14.87%	85.13%	100.00%

99

TABLE 1 (Continued)

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1984-85	10 8.77%	104 91.23%	114 100.00%	16 16.49%	81 83.51%	97 100.00%	11 26.19%	31 73.81%	42 100.00%	5 62.50%	3 37.50%	8 100.00%	42 16.09%	219 83.91%	261 100.00%
1985-86	11 9.82%	101 90.18%	112 100.00%	14 14.43%	83 85.57%	97 100.00%	12 25.53%	35 74.47%	47 100.00%	4 57.14%	3 42.86%	7 100.00%	41 15.59%	222 84.41%	263 100.00%
1986-87	14 12.28%	100 87.72%	114 100.00%	13 13.54%	83 86.46%	96 100.00%	15 30.00%	35 70.00%	50 100.00%	8 57.14%	6 42.86%	14 100.00%	50 18.25%	224 81.75%	274 100.00%
1987-88	14 12.39%	99 87.61%	113 100.00%	13 13.27%	85 86.73%	98 100.00%	19 37.25%	32 62.75%	51 100.00%	4 50.00%	4 50.00%	8 100.00%	50 18.52%	220 81.48%	270 100.00%
1988-89	15 13.64%	95 86.36%	110 100.00%	14 14.58%	82 85.42%	96 100.00%	21 39.62%	32 60.38%	53 100.00%	10 41.67%	14 58.33%	24 100.00%	60 21.20%	223 78.80%	283 100.00%
1989-90	14 12.96%	94 87.04%	108 100.00%	16 16.67%	80 83.33%	96 100.00%	24 38.10%	39 61.90%	63 100.00%	20 51.28%	19 48.72%	39 100.00%	74 24.18%	232 75.82%	306 100.00%
1990-91	15 14.15%	91 85.85%	106 100.00%	17 15.89%	90 84.11%	107 100.00%	33 43.42%	43 56.58%	76 100.00%	17 50.00%	17 50.00%	34 100.00%	82 25.39%	241 74.61%	323 100.00%
1991-92	16 14.81%	92 85.19%	108 100.00%	16 15.38%	88 84.62%	104 100.00%	32 42.11%	44 57.89%	76 100.00%	35 38.46%	56 61.54%	91 100.00%	99 26.12%	280 73.88%	379 100.00%
1992-93	17 16.04%	89 83.96%	106 100.00%	22 20.95%	83 79.05%	105 100.00%	26 36.11%	46 63.89%	72 100.00%	17 48.57%	18 51.43%	35 100.00%	82 25.79%	236 74.21%	318 100.00%
1993-94	19 17.43%	90 82.57%	109 100.00%	22 20.95%	83 79.05%	105 100.00%	24 38.10%	39 61.90%	63 100.00%	12 48.00%	13 52.00%	25 100.00%	77 25.50%	225 74.50%	302 100.00%
1994-95	19 16.24%	98 83.76%	117 100.00%	26 25.49%	76 74.51%	102 100.00%	32 47.06%	36 52.94%	68 100.00%	4 22.22%	14 77.78%	18 100.00%	81 26.56%	224 73.44%	305 100.00%

TABLE 2

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

CALIFORNIA UNIVERSITY OF PENNSYLVANIA

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-75	5	52	9.62%	113	284	39.79%
1975-76	5	41	12.20%	110	262	41.98%
1976-77	7	44	15.91%	111	268	41.42%
1977-78	7	46	15.22%	111	271	40.96%
1978-79	7	49	14.29%	112	270	41.48%
1979-80	7	46	15.22%	111	261	42.53%
1980-81	6	41	14.63%	108	246	43.90%
1981-82	6	41	14.63%	110	244	45.08%
1982-83	9	39	23.08%	110	228	48.25%
1983-84	10	40	25.00%	105	229	45.85%
1984-85	10	42	23.81%	104	219	47.49%
1985-86	11	41	26.83%	101	222	45.50%
1986-87	14	50	28.00%	100	224	44.64%
1987-88	14	50	28.00%	99	220	45.00%
1988-89	15	60	25.00%	95	223	42.60%
1989-90	14	74	18.92%	94	232	40.52%
1990-91	15	82	18.29%	91	241	37.76%
1991-92	16	99	16.16%	92	280	32.86%
1992-93	17	82	20.73%	89	236	37.71%
1993-94	19	77	24.68%	90	225	40.00%
1994-95	19	81	23.46%	98	224	43.75%

Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

TABLE 3

Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex, 1974 - 1994

CALIFORNIA UNIVERSITY OF PENNSYLVANIA

Year	FEMALE RATIO (Undergraduate Female FTE to 1 Full-time Female Faculty)	MALE RATIO (Undergraduate Male FTE to 1 Full-time Male Faculty)
1974-75	37.26	7.63
1975-76	43.91	8.49
1976-77	39.58	7.63
1977-78	35.68	7.28
1978-79	32.97	7.06
1979-80	34.70	6.91
1980-81	39.30	7.32
1981-82	42.30	8.13
1982-83	42.96	8.93
1983-84	44.43	9.99
1984-85	42.73	10.68
1985-86	45.65	10.46
1986-87	42.77	10.47
1987-88	46.85	11.12
1988-89	43.84	11.42
1989-90	38.01	11.43
1990-91	34.03	10.74
1991-92	28.10	9.49
1992-93	33.55	11.01
1993-94	31.51	11.33
1994-95	30.23	10.75

TABLE 4

Student FTE Enrollment by Enrollment Status and Sex, 1974 - 1994

CALIFORNIA UNIVERSITY OF PENNSYLVANIA

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%
1974	233.5	161.5	395	1937.5	2168	4105.5	2171	2329.5	4500.5
	59.11%	40.89%	100.00%	47.19%	52.81%	100.00%	48.24%	51.76%	100.00%
1975	246.5	154	400.5	1800.5	2224	4024.5	2047	2378	4425
	61.55%	38.45%	100.00%	44.74%	55.26%	100.00%	46.26%	53.74%	100.00%
1976	237	154.5	391.5	1741.5	2046	3787.5	1978.5	2200.5	4179
	60.54%	39.46%	100.00%	45.98%	54.02%	100.00%	47.34%	52.66%	100.00%
1977	221	140	361	1641.5	1973	3614.5	1862.5	2113	3975.5
	61.22%	38.78%	100.00%	45.41%	54.59%	100.00%	46.85%	53.15%	100.00%
1978	219.5	141	360.5	1615.5	1905	3520.5	1835	2046	3881
	60.89%	39.11%	100.00%	45.89%	54.11%	100.00%	47.28%	52.72%	100.00%
1979	195.5	132	327.5	1596	1803.5	3399.5	1791.5	1935.5	3727
	59.69%	40.31%	100.00%	46.95%	53.05%	100.00%	48.07%	51.93%	100.00%
1980	208.5	143.5	352	1611.5	1801.5	3413	1820	1945	3765
	59.23%	40.77%	100.00%	47.22%	52.78%	100.00%	48.34%	51.66%	100.00%
1981	174.5	113	287.5	1734.5	1982.5	3717	1909	2095.5	4004.5
	60.70%	39.30%	100.00%	46.66%	53.34%	100.00%	47.67%	52.33%	100.00%
1982	155.5	116.5	272	1675.5	2035.5	3711	1831	2152	3983
	57.17%	42.83%	100.00%	45.15%	54.85%	100.00%	45.97%	54.03%	100.00%
1983	175.5	109	284.5	1777	2288.5	4065.5	1952.5	2397.5	4350
	61.69%	38.31%	100.00%	43.71%	56.29%	100.00%	44.89%	55.11%	100.00%
1984	175.5	128.5	304	1794.5	2338	4132.5	1970	2466.5	4436.5
	57.73%	42.27%	100.00%	43.42%	56.58%	100.00%	44.40%	55.60%	100.00%
1985	175.5	133.5	309	1871.5	2322	4193.5	2047	2455.5	4502.5
	56.80%	43.20%	100.00%	44.63%	55.37%	100.00%	45.46%	54.54%	100.00%
1986	183	140.5	323.5	2138.5	2345	4483.5	2321.5	2485.5	4807
	56.57%	43.43%	100.00%	47.70%	52.30%	100.00%	48.29%	51.71%	100.00%
1987	220.5	[illegible]	384.5	2342.5	2446	4788.5	2563	2610	5173
	57.35%	[illegible]	100.00%	48.92%	51.08%	100.00%	49.55%	50.45%	100.00%
1988	225.5	[illegible]	391	2630.5	2546.5	5177	2856	2712	5568
	57.67%	42.33%	100.00%	50.81%	49.19%	100.00%	51.29%	48.71%	100.00%
1989	281	203.5	484.5	2812.5	2651.5	5464	3093.5	2855	5948.5
	58.00%	42.00%	100.00%	51.47%	48.53%	100.00%	52.00%	48.00%	100.00%
1990	266	184.5	450.5	2790.5	2589	5379.5	3056.5	2773.5	5830
	59.05%	40.95%	100.00%	51.87%	48.13%	100.00%	52.43%	47.57%	100.00%
1991	337.5	241	578.5	2782	2658.5	5440.5	3119.5	2899.5	6019
	58.34%	41.66%	100.00%	51.14%	48.86%	100.00%	51.83%	48.17%	100.00%
1992	379	258	637	2583	2598.5	5181.5	2962	2856.5	5861.5
	59.50%	40.50%	100.00%	49.85%	50.15%	100.00%	50.53%	48.73%	100.00%
1993	413.5	265.5	679	2426.5	2548.5	4975	2840	2814	5654
	60.90%	39.10%	100.00%	48.77%	51.23%	100.00%	50.23%	49.77%	100.00%
1994	443.5	263.5	707	2448.5	2408.5	4857	2892	2672	5564
	62.73%	37.27%	100.00%	50.41%	49.59%	100.00%	51.98%	48.02%	100.00%

CHEYNEY UNIVERSITY OF PENNSYLVANIA

TABLE 1

Distribution of Full-time Faculty within Professorial Ranks by Sex, 1974-1994

CHEYNEY UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	7	25	32	21	37	58	13	22	35	9	11	20	50	95	145
	21.88%	78.13%	100.00%	36.21%	63.79%	100.00%	37.14%	62.86%	100.00%	45.00%	55.00%	100.00%	34.48%	65.52%	100.00%
1975-76	6	32	38	22	58	80	13	29	42	8	15	23	49	134	183
	15.79%	84.21%	100.00%	27.50%	72.50%	100.00%	30.95%	69.05%	100.00%	34.78%	65.22%	100.00%	26.78%	73.22%	100.00%
1976-77	6.5	28.5	35	21.5	47.5	69	13	25.5	38.5	8.5	13	21.5	49.5	114.5	164
	18.57%	81.43%	100.00%	31.16%	68.84%	100.00%	33.77%	66.23%	100.00%	39.53%	60.47%	100.00%	30.18%	69.82%	100.00%
1977-78	13	42	55	30	55	85	13	12	25	12	7	19	68	116	184
	23.64%	76.36%	100.00%	35.29%	64.71%	100.00%	52.00%	48.00%	100.00%	63.16%	36.84%	100.00%	36.96%	63.04%	100.00%
1978-79	13	42	55	30	55	85	13	12	25	12	7	19	68	116	184
	23.64%	76.36%	100.00%	35.29%	64.71%	100.00%	52.00%	48.00%	100.00%	63.16%	36.84%	100.00%	36.96%	63.04%	100.00%
1979-80	13	42	55	30	55	85	13	12	25	12	7	19	68	116	184
	23.64%	76.36%	100.00%	35.29%	64.71%	100.00%	52.00%	48.00%	100.00%	63.16%	36.84%	100.00%	36.96%	63.04%	100.00%
1980-81	16	42	58	33	54	87	11	9	20	8	8	16	68	113	181
	27.59%	72.41%	100.00%	37.93%	62.07%	100.00%	55.00%	45.00%	100.00%	50.00%	50.00%	100.00%	37.57%	62.43%	100.00%
1981-82	15	38	53	30	56	86	13	7	20	7	8	15	65	109	174
	28.30%	71.70%	100.00%	34.88%	65.12%	100.00%	65.00%	35.00%	100.00%	46.67%	53.33%	100.00%	37.36%	62.64%	100.00%
1982-83	14	36	50	27	55	82	13	4	17	8	6	14	62	101	163
	28.00%	72.00%	100.00%	32.93%	67.07%	100.00%	76.47%	23.53%	100.00%	57.14%	42.86%	100.00%	38.04%	61.96%	100.00%
1983-84	15	33	48	19	42	61	10	4	14	2	6	8	46	85	131
	31.25%	68.75%	100.00%	31.15%	68.85%	100.00%	71.43%	28.57%	100.00%	25.00%	75.00%	100.00%	35.11%	64.89%	100.00%

TABLE 1 (Continued)

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1984-85	13 27.66%	34 72.34%	47 100.00%	22 32.84%	45 67.16%	67 100.00%	11 73.33%	4 26.67%	15 100.00%	3 33.33%	6 66.67%	9 100.00%	49 35.51%	89 64.49%	138 100.00%
1985-86	14 26.42%	39 73.58%	53 100.00%	25 37.88%	41 62.12%	66 100.00%	10 76.92%	3 23.08%	13 100.00%	3 30.00%	7 70.00%	10 100.00%	52 36.62%	90 63.38%	142 100.00%
1986-87	16 29.09%	39 70.91%	55 100.00%	24 33.33%	48 66.67%	72 100.00%	9 64.29%	5 35.71%	14 100.00%	6 42.86%	8 57.14%	14 100.00%	55 35.48%	100 64.52%	155 100.00%
1987-88	15 30.00%	35 70.00%	50 100.00%	24 38.71%	38 61.29%	62 100.00%	10 50.00%	10 50.00%	20 100.00%	5 50.00%	5 50.00%	10 100.00%	54 38.03%	88 61.97%	142 100.00%
1988-89	13 33.33%	26 66.67%	39 100.00%	18 35.29%	33 64.71%	51 100.00%	8 61.54%	5 38.46%	13 100.00%	4 57.14%	3 42.86%	7 100.00%	43 39.09%	67 60.91%	110 100.00%
1989-90	15 37.50%	25 62.50%	40 100.00%	17 36.96%	29 63.04%	46 100.00%	9 64.29%	5 35.71%	14 100.00%	3 50.00%	3 50.00%	6 100.00%	44 41.51%	62 58.49%	106 100.00%
1990-91	6 27.27%	16 72.73%	22 100.00%	5 23.81%	16 76.19%	21 100.00%	6 75.00%	2 25.00%	8 100.00%	3 50.00%	3 50.00%	6 100.00%	20 35.09%	37 64.91%	57 100.00%
1991-92	6 35.29%	11 64.71%	17 100.00%	3 16.67%	15 83.33%	18 100.00%	6 75.00%	2 25.00%	8 100.00%	2 50.00%	2 50.00%	4 100.00%	17 36.17%	30 63.83%	47 100.00%
1992-93	13 41.94%	18 58.16%	31 100.00%	10 27.03%	27 72.97%	37 100.00%	9 56.25%	7 43.75%	16 100.00%	2 66.67%	1 33.33%	3 100.00%	34 39.08%	53 60.92%	87 100.00%
1993-94	14 40.00%	21 60.00%	35 100.00%	13 37.14%	22 62.86%	35 100.00%	11 52.38%	10 47.62%	21 100.00%	2 40.00%	3 60.00%	5 100.00%	40 41.67%	56 58.33%	96 100.00%
1994-95	13 39.39%	20 60.61%	33 100.00%	13 39.39%	20 60.61%	33 100.00%	13 46.43%	15 53.57%	28 100.00%	2 28.57%	5 71.43%	7 100.00%	41 40.59%	60 59.41%	101 100.00%

TABLE 2

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

CHEYNEY UNIVERSITY OF PENNSYLVANIA

Year	FEMALE Full Professor	FEMALE Total Faculty	FEMALE % Full Professor	MALE Full Professor	MALE Total Faculty	MALE % Full Professor
1974-75	7	50	14.00%	25	95	26.32%
1975-76	6	49	12.24%	32	134	23.88%
1976-77	6.5	49.5	13.13%	28.5	114.5	24.89%
1977-78	13	68	19.12%	42	116	36.21%
1978-79	13	68	19.12%	42	116	36.21%
1979-80	13	68	19.12%	42	116	36.21%
1980-81	16	68	23.53%	42	113	37.17%
1981-82	15	65	23.08%	38	109	34.86%
1982-83	14	62	22.58%	36	101	35.64%
1983-84	15	46	32.61%	33	85	38.82%
1984-85	13	49	26.53%	34	89	38.20%
1985-86	14	52	26.92%	39	90	43.33%
1986-87	16	55	29.09%	39	100	39.00%
1987-88	15	54	27.78%	35	88	39.77%
1988-89	13	43	30.23%	26	67	38.81%
1989-90	15	44	34.09%	25	62	40.32%
1990-91	6	20	30.00%	16	37	43.24%
1991-92	6	17	35.29%	11	30	36.67%
1992-93	13	34	38.24%	18	53	33.96%
1993-94	14	40	35.00%	21	56	37.50%
1994-95	13	41	31.71%	20	60	33.33%

Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

TABLE 3

Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex, 1974 - 1994

CHEYNEY UNIVERSITY OF PENNSYLVANIA

Year	FEMALE RATIO (Undergraduate Female FTE to 1 Full-time Female Faculty)	MALE RATIO (Undergraduate Male FTE to 1 Full-time Male Faculty)
1974-75	20.18	12.21
1975-76	20.98	8.96
1976-77	21.68	11.43
1977-78	19.30	10.86
1978-79	17.04	9.43
1979-80	16.19	9.47
1980-81	16.35	9.08
1981-82	16.35	9.28
1982-83	13.88	8.13
1983-84	18.38	10.06
1984-85	16.59	8.66
1985-86	11.91	7.05
1986-87	10.93	6.76
1987-88	12.80	8.32
1988-89	13.80	7.90
1989-90	15.03	9.78
1990-91	31.23	17.59
1991-92	33.82	19.93
1992-93	18.90	11.06
1993-94	14.58	10.34
1994-95	13.05	8.76

TABLE 4

Student FTE Enrollment by Enrollment Status and Sex, 1974 - 1994

CHEYNEY UNIVERSITY OF PENNSYLVANIA

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%
1974	51.5	61	112.5	1009	1160	2169	1060.5	1221	2281.5
	45.78%	54.22%	100.00%	46.52%	53.48%	100.00%	46.48%	53.52%	100.00%
1975	80.5	86	166.5	1028	1200	2228	1108.5	1286	2394.5
	48.35%	51.65%	100.00%	46.14%	53.86%	100.00%	46.29%	53.71%	100.00%
1976	58	83	141	1073	1308.5	2381.5	1131	1391.5	2522.5
	41.13%	58.87%	100.00%	45.06%	54.94%	100.00%	44.84%	55.16%	100.00%
1977	68.5	77.5	146	1312.5	1260	2572.5	1381	1337.5	2718.5
	46.92%	53.08%	100.00%	51.02%	48.98%	100.00%	50.80%	49.20%	100.00%
1978	61.5	69	130.5	1158.5	1094	2252.5	1220	1163	2383
	47.13%	52.87%	100.00%	51.43%	48.57%	100.00%	51.20%	48.80%	100.00%
1979	52.5	56	108.5	1101	1098.5	2199.5	1153.5	1154.5	2308
	48.39%	51.61%	100.00%	50.06%	49.94%	100.00%	49.98%	50.02%	100.00%
1980	32	45	77	1111.5	1026.5	2138	1143.5	1071.5	2215
	41.56%	58.44%	100.00%	51.99%	48.01%	100.00%	51.63%	48.37%	100.00%
1981	22	24	46	1063	1012	2075	1085	1036	2121
	47.83%	52.17%	100.00%	51.23%	48.77%	100.00%	51.16%	48.84%	100.00%
1982	21.5	27	48.5	860.5	821.5	1682	882	848.5	1730.5
	44.33%	55.67%	100.00%	51.16%	48.84%	100.00%	50.97%	49.03%	100.00%
1983	29.5	28	57.5	845.5	855	1700.5	875	883	1758
	51.30%	48.70%	100.00%	49.72%	50.28%	100.00%	49.77%	50.23%	100.00%
1984	35.5	20	55.5	813	770.5	1583.5	848.5	790.5	1639
	63.96%	36.04%	100.00%	51.34%	48.66%	100.00%	51.77%	48.23%	100.00%
1985	39.5	30	69.5	619.5	634.5	1254	659	664.5	1323.5
	56.83%	43.17%	100.00%	49.40%	50.60%	100.00%	49.79%	50.21%	100.00%
1986	46	32	78	601	676	1277	647	708	1355
	58.97%	41.03%	100.00%	47.06%	52.94%	100.00%	47.75%	52.25%	100.00%
1987	66	49	115	691	732	1423	757	781	1538
	57.39%	42.61%	100.00%	48.56%	51.44%	100.00%	49.22%	50.78%	100.00%
1988	64.5	51.5	116	593.5	529.5	1123	658	581	1239
	55.60%	44.40%	100.00%	52.85%	47.15%	100.00%	53.11%	46.89%	100.00%
1989	123.5	57	180.5	661.5	606.5	1268	785	663.5	1448.5
	68.42%	31.58%	100.00%	52.17%	47.83%	100.00%	54.19%	45.81%	100.00%
1990	163.5	69	232.5	624.5	651	1275.5	788	720	1508
	70.32%	29.68%	100.00%	48.96%	51.04%	100.00%	52.25%	47.75%	100.00%
1991	109	43.5	152.5	575	598	1173	684	641.5	1325.5
	71.48%	28.52%	100.00%	49.02%	50.98%	100.00%	51.60%	48.40%	100.00%
1992	112	54.5	166.5	642.5	586	1228.5	754.5	640.5	1396
	67.27%	32.73%	100.00%	52.30%	47.70%	100.00%	54.05%	45.88%	100.00%
1993	129	56	185	583	579	1162	712	635	1347
	69.73%	30.27%	100.00%	50.17%	49.83%	100.00%	52.86%	47.14%	100.00%
1994	100	52	152	535	525.5	1060.5	635	577.5	1212.5
	65.79%	34.21%	100.00%	50.45%	49.55%	100.00%	52.37%	47.63%	100.00%

CLARION UNIVERSITY OF PENNSYLVANIA

TABLE 1

Distribution of Full-time Faculty within Professorial Ranks by Sex, 1974-1994

CLARION UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	6 9.38%	58 90.63%	64 100.00%	19 17.76%	88 82.24%	107 100.00%	16 28.57%	40 71.43%	56 100.00%	9 47.37%	10 52.63%	19 100.00%	50 20.33%	196 79.67%	246 100.00%
1975-76	8 11.94%	59 88.06%	67 100.00%	18 16.36%	92 83.64%	110 100.00%	21 33.87%	41 66.13%	62 100.00%	7 41.18%	10 58.82%	17 100.00%	54 21.09%	202 78.91%	256 100.00%
1976-77	8 11.59%	61 88.41%	69 100.00%	21 18.75%	91 81.25%	112 100.00%	21 33.87%	41 66.13%	62 100.00%	7 41.18%	10 58.82%	17 100.00%	57 21.92%	203 78.08%	260 100.00%
1977-78	8 11.43%	62 88.57%	70 100.00%	18 17.31%	86 82.69%	104 100.00%	20 33.90%	39 66.10%	59 100.00%	8 50.00%	8 50.00%	16 100.00%	54 21.69%	195 78.31%	249 100.00%
1978-79	11 14.67%	64 85.33%	75 100.00%	15 14.85%	86 85.15%	101 100.00%	20 32.79%	41 67.21%	61 100.00%	11 57.89%	8 42.11%	19 100.00%	57 22.27%	199 77.73%	256 100.00%
1979-80	12 14.63%	70 85.37%	82 100.00%	13 12.75%	89 87.25%	102 100.00%	17 30.36%	39 69.64%	56 100.00%	8 50.00%	8 50.00%	16 100.00%	50 19.53%	206 80.47%	256 100.00%
1980-81	13 14.94%	74 85.06%	87 100.00%	12 12.00%	88 88.00%	100 100.00%	17 31.48	37 68.52%	54 100.00%	12 50.00%	12 50.00%	24 100.00%	54 20.38%	211 79.62%	265 100.00%
1981-82	12 14.12%	73 85.88%	85 100.00%	12 13.19%	79 86.81%	91 100.00%	20 30.77%	45 69.23%	65 100.00%	10 47.62%	11 52.38%	21 100.00%	54 20.61%	208 79.39%	262 100.00%
1982-83	11 11.96%	81 88.04%	92 100.00%	12 12.90%	81 87.10%	93 100.00%	21 32.31%	44 67.69%	65 100.00%	12 50.00%	12 50.00%	24 100.00%	56 20.44%	218 79.56%	274 100.00%
1983-84	11 12.09%	80 87.91%	91 100.00%	12 13.79%	75 86.21%	87 100.00%	25 35.21%	46 64.79%	71 100.00%	11 55.00%	9 45.00%	20 100.00%	59 21.93%	210 78.07%	269 100.00%

TABLE 1 (Continued)

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1984-85	9 10.23%	79 89.77%	88 100.00%	10 12.50%	70 87.50%	80 100.00%	27 40.30%	40 59.70%	67 100.00%	5 41.67%	7 58.33%	12 100.00%	51 20.65%	196 79.35%	247 100.00%
1985-86	10 10.87%	82 89.13%	92 100.00%	12 12.50%	84 87.50%	96 100.00%	44 43.56%	57 56.44%	101 100.00%	20 71.43%	8 28.57%	28 100.00%	86 27.13%	231 72.87%	317 100.00%
1986-87	9 9.28%	88 90.72%	97 100.00%	11 12.50%	77 87.50%	88 100.00%	44 41.90%	61 58.10%	105 100.00%	16 59.26%	11 40.74%	27 100.00%	80 25.24%	237 74.76%	317 100.00%
1987-88	8 8.33%	88 91.67%	96 100.00%	15 16.67%	75 83.33%	90 100.00%	49 45.37%	59 54.63%	108 100.00%	16 61.54%	10 38.46%	26 100.00%	88 27.50%	232 72.50%	320 100.00%
1988-89	9 9.78%	83 90.22%	92 100.00%	23 24.73%	70 75.27%	93 100.00%	50 49.50%	51 50.50%	101 100.00%	22 70.97%	9 29.03%	31 100.00%	104 32.81%	213 67.19%	317 100.00%
1989-90	9 10.23%	79 89.77%	88 100.00%	22 24.44%	68 75.56%	90 100.00%	57 53.77%	49 46.23%	106 100.00%	23 63.89%	13 36.11%	36 100.00%	111 34.69%	209 65.31%	320 100.00%
1990-91	10 10.42%	86 89.58%	96 100.00%	33 31.73%	71 68.27%	104 100.00%	48 48.48%	51 51.52%	99 100.00%	24 77.42%	7 22.58%	31 100.00%	115 34.85%	215 65.15%	330 100.00%
1991-92	13 12.04%	95 87.96%	108 100.00%	32 31.07%	71 68.93%	103 100.00%	49 45.79%	58 54.21%	107 100.00%	17 70.83%	7 29.17%	24 100.00%	111 32.46%	231 67.54%	342 100.00%
1992-93	13 13.68%	82 86.32%	95 100.00%	32 35.56%	58 64.44%	90 100.00%	52 47.71%	57 52.29%	109 100.00%	24 64.86%	13 35.14%	37 100.00%	121 36.56%	210 63.44%	331 100.00%
1993-94	13 13.98%	80 86.02%	93 100.00%	33 39.76%	50 60.24%	83 100.00%	40 42.55%	54 57.45%	94 100.00%	10 66.67%	5 33.33%	15 100.00%	96 33.68%	189 66.32%	285 100.00%
1994-95	15 15.31%	83 84.69%	98 100.00%	30 40.00%	45 60.00%	75 100.00%	41 42.71%	55 57.29%	96 100.00%	14 70.00%	6 30.00%	20 100.00%	100 34.60%	189 65.40%	289 100.00%

TABLE 2

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

CLARION UNIVERSITY OF PENNSYLVANIA

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-75	6	50	12.00%	58	196	29.59%
1975-76	8	54	14.81%	59	202	29.21%
1976-77	8	57	14.04%	61	203	30.05%
1977-78	8	54	14.81%	62	195	31.79%
1978-79	11	57	19.30%	64	199	32.16%
1979-80	12	50	24.00%	70	206	33.98%
1980-81	13	54	24.07%	74	211	35.07%
1981-82	12	54	22.22%	73	208	35.10%
1982-83	11	56	19.64%	81	218	37.16%
1983-84	11	59	18.64%	80	210	38.10%
1984-85	9	51	17.65%	79	196	40.31%
1985-86	10	86	11.63%	82	231	35.50%
1986-87	9	80	11.25%	88	237	37.13%
1987-88	8	88	9.09%	88	232	37.93%
1988-89	9	104	8.65%	83	213	38.97%
1989-90	9	111	8.11%	79	209	37.80%
1990-91	10	115	8.70%	86	215	40.00%
1991-92	13	111	11.71%	95	231	41.13%
1992-93	13	121	10.74%	82	210	39.05%
1993-94	13	96	13.54%	80	189	42.33%
1994-95	15	100	15.00%	83	189	43.92%

Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

TABLE 3

Ration of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex, 1974 - 1994

CLARION UNIVERSITY OF PENNSYLVANIA

Year	FEMALE RATIO (Undergraduate Female FTE to 1 Full-time Female Faculty)	MALE RATIO (Undergraduate Male FTE to 1 Full-time Male Faculty)
1974-75	43.41	11.86
1975-76	42.84	11.58
1976-77	40.53	11.21
1977-78	44.14	11.11
1978-79	42.79	10.79
1979-80	50.80	10.56
1980-81	46.48	10.27
1981-82	48.87	10.77
1982-83	47.29	10.08
1983-84	44.83	10.96
1984-85	52.32	12.07
1985-86	32.13	10.15
1986-87	34.84	9.67
1987-88	32.78	9.84
1988-89	30.59	11.00
1989-90	28.77	11.04
1990-91	28.10	10.53
1991-92	28.40	9.64
1992-93	26.02	10.43
1993-94	31.96	10.91
1994-95	30.20	10.14

TABLE 4

Student FTE Enrollment by Enrollment Status and Sex, 1974 - 1994

CLARION UNIVERSITY OF PENNSYLVANIA

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%
1974	152	130.5	282.5	2170.5	2325	4495.5	2322.5	2455.5	4778
	53.81%	46.19%	100.00%	48.28%	51.72%	100.00%	48.61%	51.39%	100.00%
1975	136	126	262	2313.5	2340	4653.5	2449.5	2466	4915.5
	51.91%	48.09%	100.00%	49.72%	50.28%	100.00%	49.83%	50.17%	100.00%
1976	131.5	111.5	243	2310	2275.5	4585.5	2441.5	2387	4828.5
	54.12%	45.88%	100.00%	50.38%	49.62%	100.00%	50.56%	49.44%	100.00%
1977	134	109.5	243.5	2383.5	2165.5	4549	2517.5	2275	4792.5
	55.03%	44.97%	100.00%	52.40%	47.60%	100.00%	52.53%	47.47%	100.00%
1978	124.5	92	216.5	2439	2147	4586	2563.5	2239	4802.5
	57.51%	42.49%	100.00%	53.18%	46.82%	100.00%	53.38%	46.62%	100.00%
1979	120	98.5	218.5	2540	2176	4716	2660	2274.5	4934.5
	54.92%	45.08%	100.00%	53.86%	46.14%	100.00%	53.91%	46.09%	100.00%
1980	135	93.5	228.5	2510	2166.5	4676.5	2645	2260	4905
	59.08%	40.92%	100.00%	53.67%	46.33%	100.00%	53.92%	46.08%	100.00%
1981	124.5	90.5	215	2639	2240	4879	2763.5	2330.5	5094
	57.91%	42.09%	100.00%	54.09%	45.91%	100.00%	54.25%	45.75%	100.00%
1982	133.5	101.5	235	2648	2196.5	4844.5	2781.5	2298	5079.5
	56.81%	43.19%	100.00%	54.66%	45.34%	100.00%	54.76%	45.24%	100.00%
1983	147	111.5	258.5	2645	2302	4947	2792	2413.5	5205.5
	56.87%	43.13%	100.00%	53.47%	46.53%	100.00%	53.64%	46.36%	100.00%
1984	171	176	347	2668.5	2366	5034.5	2839.5	2542	5381.5
	49.28%	50.72%	100.00%	53.00%	47.00%	100.00%	52.76%	47.24%	100.00%
1985	257	123.5	380.5	2763	2344.5	5107.5	3020	2468	5488
	67.54%	32.46%	100.00%	54.10%	45.90%	100.00%	55.03%	44.97%	100.00%
1986	296.5	151.5	448	2787.5	2292.5	5080	3084	2444	5528
	66.18%	33.82%	100.00%	54.87%	45.13%	100.00%	55.79%	44.21%	100.00%
1987	294.5	144.5	439	2884.5	2282	5166.5	3179	2426.5	5605.5
	67.08%	32.92%	100.00%	55.83%	44.17%	100.00%	56.71%	43.29%	100.00%
1988	292	146	438	3181	2343.5	5524.5	3473	2489.5	5962.5
	66.67%	33.33%	100.00%	57.58%	42.42%	100.00%	58.25%	41.75%	100.00%
1989	277.5	146.5	424	3193.5	2307	5500.5	3471	2453.5	5924.5
	65.45%	34.55%	100.00%	58.06%	41.94%	100.00%	58.59%	41.41%	100.00%
1990	321	151.5	472.5	3231.5	2263	5494.5	3552.5	2414.5	5967
	67.94%	32.06%	100.00%	58.81%	41.19%	100.00%	59.54%	40.46%	100.00%
1991	230.5	123	353.5	3152.5	2226.5	5379	3383	2349.5	5732.5
	65.21%	34.79%	100.00%	58.61%	41.39%	100.00%	59.01%	40.99%	100.00%
1992	245.5	116	361.5	3148	2189.5	5337.5	3393.5	2305.5	5743
	67.91%	32.09%	100.00%	58.98%	41.02%	100.00%	59.09%	40.14%	100.00%
1993	237.5	113.5	351	3068.5	2062	5130.5	3306	2175.5	5481.5
	67.66%	32.34%	100.00%	59.81%	40.19%	100.00%	60.31%	39.69%	100.00%
1994	185	104	289	3020	1917	4937	3205	2021	5226
	64.01%	35.99%	100.00%	61.17%	38.83%	100.00%	61.33%	38.67%	100.00%

EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

TABLE 1

Distribution of Full-time Faculty within Professorial Ranks by Sex, 1974-1994

EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	8 13.11%	53 86.89%	61 100.00%	15 21.43%	55 78.57%	70 100.00%	20 37.04%	34 62.96%	54 100.00%	14 60.87%	9 39.13%	23 100.00%	57 27.40%	151 72.60%	208 100.00%
1975-76	9 13.24%	59 86.76%	68 100.00%	16 23.19%	53 76.81%	69 100.00%	17 34.00%	33 66.00%	50 100.00%	7 46.67%	8 53.33%	15 100.00%	49 24.26%	153 75.74%	202 100.00%
1976-77	8 10.96%	65 89.04%	73 100.00%	19 25.33%	56 74.67%	75 100.00%	18 40.00%	27 60.00%	45 100.00%	7 46.67%	8 53.33%	15 100.00%	52 25.00%	156 75.00%	208 100.00%
1977-78	10 13.16%	66 86.84%	76 100.00%	16 22.22%	56 77.78%	72 100.00%	20 37.04%	34 62.96%	54 100.00%	7 43.75%	9 56.25%	16 100.00%	53 24.31%	165 75.69%	218 100.00%
1978-79	10 12.82%	68 87.18%	78 100.00%	18 22.50%	62 77.50%	80 100.00%	30 50.85%	29 49.15%	59 100.00%	5 41.67%	7 58.33%	12 100.00%	63 27.51%	166 72.49%	229 100.00%
1979-80	9 11.39%	70 88.61%	79 100.00%	18 22.50%	62 77.50%	80 100.00%	22 44.90%	27 55.10%	49 100.00%	1 33.33%	2 66.67%	3 100.00%	50 23.70%	161 76.30%	211 100.00%
1980-81	9 12.16%	65 87.84%	74 100.00%	18 21.69%	65 78.31%	83 100.00%	29 47.54%	32 52.49%	61 100.00%	3 75.00%	1 25.00%	4 100.00%	59 26.58%	163 73.42%	222 100.00%
1981-82	11 12.94%	74 87.06%	85 100.00%	19 22.89%	64 77.11%	83 100.00%	26 46.43%	30 53.57%	56 100.00%	1 33.33%	2 66.67%	3 100.00%	57 25.11%	170 74.89%	227 100.00%
1982-83	12 13.64%	76 86.36%	88 100.00%	21 25.00%	63 75.00%	84 100.00%	25 46.30%	29 53.70%	54 100.00%	1 50.00%	1 50.00%	2 100.00%	59 25.88%	169 74.12%	228 100.00%
1983-84	12 13.64%	76 86.36%	88 100.00%	21 25.00%	63 75.00%	84 100.00%	23 45.10%	28 54.90%	51 100.00%	1 25.00%	3 75.00%	4 100.00%	57 25.11%	170 74.89%	227 100.00%

TABLE 1 (Continued)

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1984-85	14 14.89%	80 85.11%	94 100.00%	19 23.17%	63 76.83%	82 100.00%	23 43.40%	30 56.60%	53 100.00%	2 28.57%	5 71.43%	7 100.00%	58 24.58%	178 75.42%	236 100.00%
1985-86	15 15.46%	82 84.54%	97 100.00%	20 27.40%	53 72.60%	73 100.00%	20 44.44%	25 55.56%	45 100.00%	2 40.00%	3 60.00%	5 100.00%	57 25.91%	163 74.09%	220 100.00%
1986-87	17 16.83%	84 83.17%	101 100.00%	20 27.78%	52 72.22%	72 100.00%	26 44.07%	33 55.93%	59 100.00%	3 37.50%	5 62.50%	8 100.00%	66 27.50%	174 72.50%	240 100.00%
1987-88	17 17.53%	80 82.47%	97 100.00%	20 27.40%	53 72.60%	73 100.00%	24 45.28%	29 54.72%	53 100.00%	6 42.86%	8 57.14%	14 100.00%	67 28.27%	170 71.73%	237 100.00%
1988-89	18 18.18%	81 81.82%	99 100.00%	25 33.78%	49 66.22%	74 100.00%	27 44.26%	34 55.74%	61 100.00%	4 50.00%	4 50.00%	8 100.00%	74 30.58%	168 69.42%	242 100.00%
1989-90	19 20.88%	72 79.12%	91 100.00%	24 32.88%	49 67.12%	73 100.00%	26 50.00%	26 50.00%	52 100.00%	1 20.00%	4 80.00%	5 100.00%	70 31.67%	151 68.33%	221 100.00%
1990-91	19 21.11%	71 78.89%	90 100.00%	28 35.00%	52 65.00%	80 100.00%	34 47.89%	37 52.11%	71 100.00%	11 61.11%	7 38.89%	18 100.00%	92 35.52%	167 64.48%	259 100.00%
1991-92	20 21.51%	73 78.49%	93 100.00%	24 29.27%	58 70.73%	82 100.00%	32 52.46%	29 47.54%	61 100.00%	9 69.23%	4 30.77%	13 100.00%	85 34.14%	164 65.86%	249 100.00%
1992-93	20 21.74%	72 78.26%	92 100.00%	25 36.23%	44 63.77%	69 100.00%	34 47.22%	38 52.78%	72 100.00%	5 83.33%	1 16.67%	6 100.00%	84 35.15%	155 64.85%	239 100.00%
1993-94	24 25.53%	70 74.47%	94 100.00%	19 28.36%	48 71.64%	67 100.00%	32 47.76%	35 52.24%	67 100.00%	5 83.33%	1 16.67%	6 100.00%	80 34.19%	154 65.81%	234 100.00%
1994-95	24 24.74%	73 75.26%	97 100.00%	21 31.82%	45 68.18%	66 100.00%	29 46.03%	34 53.97%	63 100.00%	3 60.00%	2 40.00%	5 100.00%	77 33.33%	154 66.67%	231 100.00%

TABLE 2

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-75	8	57	14.04%	53	151	35.10%
1975-76	9	49	18.37%	59	153	38.56%
1976-77	8	52	15.38%	65	156	41.67%
1977-78	10	53	18.87%	66	165	40.00%
1978-79	10	63	15.87%	68	166	40.96%
1979-80	9	50	18.00%	70	161	43.48%
1980-81	9	59	15.25%	65	163	39.88%
1981-82	11	57	19.30%	74	170	43.53%
1982-83	12	59	20.34%	76	169	44.97%
1983-84	12	57	21.05%	76	170	44.71%
1984-85	14	58	24.14%	80	178	44.94%
1985-86	15	57	26.32%	82	163	50.31%
1986-87	17	66	25.76%	84	174	48.28%
1987-88	17	67	25.37%	80	170	47.06%
1988-89	18	74	24.32%	81	168	48.21%
1989-90	19	70	27.14%	72	151	47.68%
1990-91	19	92	20.65%	71	167	42.51%
1991-92	20	85	23.53%	73	164	44.51%
1992-93	20	84	23.81%	72	155	46.45%
1993-94	24	80	30.00%	70	154	45.45%
1994-95	24	77	31.17%	73	154	47.40%

Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

TABLE 3

Ration of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex, 1974 - 1994

EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

Year	FEMALE RATIO (Undergraduate Female FTE to 1 Full-time Female Faculty)	MALE RATIO (Undergraduate Male FTE to 1 Full-time Male Faculty)
1974-75	34.53	9.86
1975-76	39.70	10.03
1976-77	39.61	10.01
1977-78	38.49	9.49
1978-79	31.02	8.92
1979-80	38.85	9.48
1980-81	32.79	9.67
1981-82	32.97	9.27
1982-83	32.04	9.94
1983-84	33.02	9.86
1984-85	33.07	9.82
1985-86	33.91	10.67
1986-87	29.45	9.78
1987-88	32.54	10.17
1988-89	29.61	10.66
1989-90	33.45	12.96
1990-91	26.03	11.32
1991-92	27.94	11.71
1992-93	27.82	12.14
1993-94	29.75	12.16
1994-95	31.28	12.56

TABLE 4

Student FTE Enrollment by Enrollment Status and Sex, 1974 - 1994

EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%
1974	126	115.5	241.5	1968	1489.5	3457.5	2094	1605	3699
	52.17%	47.83%	100.00%	56.92%	43.08%	100.00%	56.61%	43.39%	100.00%
1975	101	106.5	207.5	1945.5	1535	3480.5	2046.5	1641.5	3688
	48.67%	51.33%	100.00%	55.90%	44.10%	100.00%	55.49%	44.51%	100.00%
1976	75	78.5	153.5	2059.5	1561	3620.5	2134.5	1639.5	3774
	48.86%	51.14%	100.00%	56.88%	43.12%	100.00%	56.56%	43.44%	100.00%
1977	71	70.5	141.5	2040	1566	3606	2111	1636.5	3747.5
	50.18%	49.82%	100.00%	56.57%	43.43%	100.00%	56.33%	43.67%	100.00%
1978	70.5	72.5	143	1954.5	1481	3435.5	2025	1553.5	3578.5
	49.30%	50.70%	100.00%	56.89%	43.11%	100.00%	56.59%	43.41%	100.00%
1979	74	64	138	1942.5	1526.5	3469	2016.5	1590.5	3607
	53.62%	46.38%	100.00%	56.00%	44.00%	100.00%	55.91%	44.09%	100.00%
1980	74	65.5	139.5	1934.5	1576.5	3511	2008.5	1642	3650.5
	53.05%	46.95%	100.00%	55.10%	44.90%	100.00%	55.02%	44.98%	100.00%
1981	87	74.5	161.5	1879.5	1576.5	3456	1966.5	1651	3617.5
	53.87%	46.13%	100.00%	54.38%	45.62%	100.00%	54.36%	45.64%	100.00%
1982	91	76	167	1890.5	1680	3570.5	1981.5	1756	3737.5
	54.49%	45.51%	100.00%	52.95%	47.05%	100.00%	53.02%	46.98%	100.00%
1983	83.5	80.5	164	1882	1677	3559	1965.5	1757.5	3723
	50.91%	49.09%	100.00%	52.88%	47.12%	100.00%	52.79%	47.21%	100.00%
1984	113.5	78	191.5	1918	1748.5	3666.5	2031.5	1826.5	3858
	59.27%	40.73%	100.00%	52.31%	47.69%	100.00%	52.66%	47.34%	100.00%
1985	100	95.5	195.5	1933	1739	3672	2033	1834.5	3867.5
	51.15%	48.85%	100.00%	52.64%	47.36%	100.00%	52.57%	47.43%	100.00%
1986	163.5	105.5	269	1943.5	1702	3645.5	2107	1807.5	3914.5
	60.78%	39.22%	100.00%	53.31%	46.69%	100.00%	53.83%	46.17%	100.00%
1987	196.5	107	303.5	2180.5	1729	3909.5	2377	1836	4213
	64.74%	35.26%	100.00%	55.77%	44.23%	100.00%	56.42%	43.58%	100.00%
1988	236.5	127.5	364	2191.5	1791.5	3983	2428	1919	4347
	64.97%	35.03%	100.00%	55.02%	44.98%	100.00%	55.85%	44.15%	100.00%
1989	282.5	150	432.5	2341.5	1957.5	4299	2624	2107.5	4731.5
	65.32%	34.68%	100.00%	54.47%	45.53%	100.00%	55.46%	44.54%	100.00%
1990	310.5	162.5	473	2395.5	1890.5	4286	2706	2053	4759
	65.64%	34.36%	100.00%	55.89%	44.11%	100.00%	56.86%	43.14%	100.00%
1991	357	173.5	530.5	2374.5	1921	4295.5	2731.5	2094.5	4826
	67.30%	32.70%	100.00%	55.28%	44.72%	100.00%	56.60%	43.40%	100.00%
1992	310	187	497	2337	1881	4218	2647	2068	4741.5
	62.37%	37.63%	100.00%	55.41%	44.59%	100.00%	55.83%	43.61%	100.00%
1993	325.5	214	539.5	2380	1872.5	4252.5	2705.5	2086.5	4792
	60.33%	39.67%	100.00%	55.97%	44.03%	100.00%	56.46%	43.54%	100.00%
1994	354	211	565	2408.5	1934.5	4343	2762.5	2145.5	4908
	62.65%	37.35%	100.00%	55.46%	44.54%	100.00%	56.29%	43.71%	100.00%

EDINBORO UNIVERSITY OF PENNSYLVANIA

TABLE 1

Distribution of Full-time Faculty within Professorial Ranks by Sex, 1974-1994

EDINBORO UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	8 7.08%	105 92.92%	113 100.00%	15 10.20%	132 89.80%	147 100.00%	32 25.60%	93 74.40%	125 100.00%	9 45.00%	11 55.00%	20 100.00%	64 15.80%	341 84.20%	405 100.00%
1975-76	9 7.44%	112 92.56%	121 100.00%	16 11.11%	128 88.89%	144 100.00%	29 23.02%	97 76.98%	126 100.00%	7 41.18%	10 58.82%	17 100.00%	61 14.95%	347 85.05%	408 100.00%
1976-77	9 6.77%	124 93.23%	133 100.00%	15 11.19%	119 88.81%	134 100.00%	35 27.34%	93 72.66%	128 100.00%	8 40.00%	12 60.00%	20 100.00%	67 16.14%	348 83.86%	415 100.00%
1977-78	9 6.52%	129 93.48%	138 100.00%	15 10.79%	124 89.21%	139 100.00%	35 30.70%	79 69.30%	114 100.00%	4 28.57%	10 71.43%	14 100.00%	63 15.56%	342 84.44%	405 100.00%
1978-79	10 7.25%	128 92.75%	138 100.00%	17 11.81%	127 88.19%	144 100.00%	28 27.45%	74 72.55%	102 100.00%	6 46.15%	7 53.85%	13 100.00%	61 15.37%	336 84.63%	397 100.00%
1979-80	8 6.02%	125 93.98%	133 100.00%	21 14.19%	127 85.81%	148 100.00%	26 26.80%	71 73.20%	97 100.00%	4 57.14%	3 42.86%	7 100.00%	59 15.32%	326 84.68%	385 100.00%
1980-81	9 7.14%	117 92.86%	126 100.00%	15 12.00%	110 88.00%	125 100.00%	24 27.59%	63 72.41%	87 100.00%	3 50.00%	3 50.00%	6 100.00%	51 14.83%	293 85.17%	344 100.00%
1981-82	8 6.61%	113 93.39%	121 100.00%	21 16.54%	106 83.46%	127 100.00%	30 32.61%	62 67.39%	92 100.00%	3 75.00%	1 25.00%	4 100.00%	62 18.02%	282 81.98%	344 100.00%
1982-83	11 8.87%	113 91.13%	124 100.00%	21 18.58%	92 81.42%	113 100.00%	27 30.68%	61 69.32%	88 100.00%	1 100.00%	0 0.00%	1 100.00%	60 18.40%	266 81.60%	326 100.00%
1983-84	11 8.80%	114 91.20%	125 100.00%	16 16.00%	84 84.00%	100 100.00%	23 29.87%	54 70.13%	77 100.00%	0 0.00%	0 0.00%	0 0.00%	50 16.56%	252 83.44%	302 100.00%

TABLE 1 (Continued)

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1984-85	11	120	131	17	80	97	22	49	71	0	0	0	50	249	299
	8.40%	91.60%	100.00%	17.53%	82.47%	100.00%	30.99%	69.01%	100.00%	0.00%	0.00%	0.00%	16.72%	83.28%	100.00%
1985-86	12	121	133	18	76	94	25	50	75	2	0	2	57	247	304
	9.02%	90.98%	100.00%	19.15%	80.85%	100.00%	33.33%	66.67%	100.00%	100.00%	0.00%	100.00%	18.75%	81.25%	100.00%
1986-87	16	123	139	18	79	97	28	53	81	9	3	12	71	258	329
	11.51%	88.49%	100.00%	18.56%	81.44%	100.00%	34.57%	65.43%	100.00%	75.00%	25.00%	100.00%	21.58%	78.42%	100.00%
1987-88	14	124	138	17	74	91	29	52	81	10	2	12	70	252	322
	10.14%	89.86%	100.00%	18.68%	81.32%	100.00%	35.80%	64.20%	100.00%	83.33%	16.67%	100.00%	21.74%	78.26%	100.00%
1988-89	15	129	144	17	65	82	34	55	89	18	3	21	84	252	336
	10.42%	89.58%	100.00%	20.73%	79.27%	100.00%	38.20%	61.80%	100.00%	85.71%	14.29%	100.00%	25.00%	75.00%	100.00%
1989-90	14	121	135	16	64	80	57	68	125	24	9	33	111	262	373
	10.37%	89.63%	100.00%	20.00%	80.00%	100.00%	45.60%	54.40%	100.00%	72.73%	27.27%	100.00%	29.76%	70.24%	100.00%
1990-91	14	119	133	17	62	79	69	78	147	22	11	33	122	270	392
	10.53%	89.47%	100.00%	21.52%	78.48%	100.00%	46.94%	53.06%	100.00%	66.67%	33.33%	100.00%	31.12%	68.88%	100.00%
1991-92	15	115	130	19	68	87	80	81	161	25	13	38	139	277	416
	11.54%	88.46%	100.00%	21.84%	78.16%	100.00%	49.69%	50.31%	100.00%	65.79%	34.21%	100.00%	33.41%	66.59%	100.00%
1992-93	13	101	114	22	64	86	80	80	160	23	8	31	138	253	391
	11.40%	88.60%	100.00%	25.58%	74.42%	100.00%	50.00%	50.00%	100.00%	74.19%	25.81%	100.00%	35.29%	64.71%	100.00%
1993-94	12	99	111	20	62	82	79	87	166	17	8	25	128	256	384
	10.81%	89.19%	100.00%	24.39%	75.61%	100.00%	47.59%	52.41%	100.00%	68.00%	32.00%	100.00%	33.33%	66.67%	100.00%
1994-95	13	99	112	21	59	80	79	81	160	11	3	14	124	242	366
	11.61%	88.39%	100.00%	26.25%	73.75%	100.00%	49.38%	50.63%	100.00%	78.57%	21.43%	100.00%	33.88%	66.12%	100.00%

TABLE 2

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

EDINBORO UNIVERSITY OF PENNSYLVANIA

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-75	8	64	12.50%	105	341	30.79%
1975-76	9	61	14.75%	112	347	32.28%
1976-77	9	67	13.43%	124	348	35.63%
1977-78	9	63	14.29%	129	342	37.72%
1978-79	10	61	16.39%	128	336	38.10%
1979-80	8	59	13.56%	125	326	38.34%
1980-81	9	51	17.65%	117	293	39.93%
1981-82	8	62	12.90%	113	282	40.07%
1982-83	11	60	18.33%	113	266	42.48%
1983-84	11	50	22.00%	114	252	45.24%
1984-85	11	50	22.00%	120	249	48.19%
1985-86	12	57	21.05%	121	247	48.99%
1986-87	16	71	22.54%	123	258	47.67%
1987-88	14	70	20.00%	124	252	49.21%
1988-89	15	84	17.86%	129	252	51.19%
1989-90	14	111	12.61%	121	262	46.18%
1990-91	14	122	11.48%	119	270	44.07%
1991-92	15	139	10.79%	115	277	41.52%
1992-93	13	138	9.42%	101	253	39.92%
1993-94	12	128	9.38%	99	256	38.67%
1994-95	13	124	10.48%	99	242	40.91%

Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

TABLE 3

Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex, 1974 - 1994

EDINBORO UNIVERSITY OF PENNSYLVANIA

Year	FEMALE RATIO (Undergraduate Female FTE to 1 Full-time Female Faculty)	MALE RATIO (Undergraduate Male FTE to 1 Full-time Male Faculty)
1974-75	52.93	7.71
1975-76	53.14	7.71
1976-77	47.22	6.71
1977-78	44.80	7.22
1978-79	41.57	6.39
1979-80	43.73	6.16
1980-81	50.58	6.87
1981-82	43.15	7.57
1982-83	42.25	8.34
1983-84	51.68	9.46
1984-85	52.15	10.03
1985-86	45.83	9.45
1986-87	38.49	9.08
1987-88	41.76	9.75
1988-89	38.98	10.54
1989-90	32.07	10.59
1990-91	32.42	10.99
1991-92	28.99	10.84
1992-93	29.12	12.20
1993-94	29.93	11.31
1994-95	30.08	11.33

TABLE 4

Student FTE Enrollment by Enrollment Status and Sex, 1974 - 1994

EDINBORO UNIVERSITY OF PENNSYLVANIA

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%
1974	282.5	202.5	485	3387.5	2630.5	6018	3670	2833	6503
	58.25%	41.75%	100.00%	56.29%	43.71%	100.00%	56.44%	43.56%	100.00%
1975	311.5	205.5	517	3241.5	2676.5	5918	3553	2882	6435
	60.25%	39.75%	100.00%	54.77%	45.23%	100.00%	55.21%	44.79%	100.00%
1976	287.5	189	476.5	3164	2334	5498	3451.5	2523	5974.5
	60.34%	39.66%	100.00%	57.55%	42.45%	100.00%	57.77%	42.23%	100.00%
1977	257.5	172	429.5	2822.5	2469	5291.5	3080	2641	5721
	59.95%	40.05%	100.00%	53.34%	46.66%	100.00%	53.84%	46.16%	100.00%
1978	273.5	133.5	407	2536	2148	4684	2809.5	2281.5	5091
	67.20%	32.80%	100.00%	54.14%	45.86%	100.00%	55.19%	44.81%	100.00%
1979	285.5	134	419.5	2580	2009.5	4589.5	2865.5	2143.5	5009
	68.06%	31.94%	100.00%	56.22%	43.78%	100.00%	57.21%	42.79%	100.00%
1980	314.5	124.5	439	2579.5	2012.5	4592	2894	2137	5031
	71.64%	28.36%	100.00%	56.17%	43.83%	100.00%	57.52%	42.48%	100.00%
1981	271	120.5	391.5	2675.5	2134.5	4810	2946.5	2255	5201.5
	69.22%	30.78%	100.00%	55.62%	44.38%	100.00%	56.65%	43.35%	100.00%
1982	220.5	100.5	321	2535	2218	4753	2755.5	2318.5	5074
	68.69%	31.31%	100.00%	53.33%	46.67%	100.00%	54.31%	45.69%	100.00%
1983	250.5	104	354.5	2584	2384	4968	2834.5	2488	5322.5
	70.66%	29.34%	100.00%	52.01%	47.99%	100.00%	53.26%	46.74%	100.00%
1984	225.5	122	347.5	2607.5	2496.5	5104	2833	2618.5	5451.5
	64.89%	35.11%	100.00%	51.09%	48.91%	100.00%	51.97%	48.03%	100.00%
1985	231	120.5	351.5	2612.5	2333	4945.5	2843.5	2453.5	5297
	65.72%	34.28%	100.00%	52.83%	47.17%	100.00%	53.68%	46.32%	100.00%
1986	235.5	98.5	334	2733	2342.5	5075.5	2968.5	2441	5409.5
	70.51%	29.49%	100.00%	53.85%	46.15%	100.00%	54.88%	45.12%	100.00%
1987	297.5	125.5	423	2923.5	2458	5381.5	3221	2583.5	5804.5
	70.33%	29.67%	100.00%	54.33%	45.67%	100.00%	55.49%	44.51%	100.00%
1988	322	130.5	452.5	3274.5	2656	5930.5	3596.5	2786.5	6383
	71.16%	28.84%	100.00%	55.21%	44.79%	100.00%	56.34%	43.66%	100.00%
1989	350	137.5	487.5	3559.5	2774	6333.5	3909.5	2911.5	6821
	71.79%	28.21%	100.00%	56.20%	43.80%	100.00%	57.32%	42.68%	100.00%
1990	383.5	143.5	527	3955.5	2967	6922.5	4339	3110.5	7449.5
	72.77%	27.23%	100.00%	57.14%	42.86%	100.00%	58.25%	41.75%	100.00%
1991	334	157	491	4029.5	3001.5	7031	4363.5	3158.5	7522
	68.02%	31.98%	100.00%	57.31%	42.69%	100.00%	58.01%	41.99%	100.00%
1992	334	133	467	4018.5	3087	7105.5	4352.5	3220	7511
	71.52%	28.48%	100.00%	56.55%	43.45%	100.00%	57.95%	42.87%	100.00%
1993	323.5	111	434.5	3830.5	2896	6726.5	4154	3007	7161
	74.45%	25.55%	100.00%	56.95%	43.05%	100.00%	58.01%	41.99%	100.00%
1994	337	118.5	455.5	3730.5	2741.5	6472	4067.5	2860	6927.5
	73.98%	26.02%	100.00%	57.64%	42.36%	100.00%	58.72%	41.28%	100.00%

INDIANA UNIVERSITY OF PENNSYLVANIA

TABLE 1

Distribution of Full-time Faculty within Professorial Ranks by Sex, 1974-1994

INDIANA UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
1974-75	17	155	172	47	163	210	40	81	121	18	15	33	122	414	536
	9.88%	90.12%	100.00%	22.38%	77.62%	100.00%	33.06%	66.94%	100.00%	54.55%	45.45%	100.00%	22.76%	77.24%	100.00%
1975-76	18	168	186	45	155	200	44	78	122	13	10	23	120	411	531
	9.68%	90.32%	100.00%	22.50%	77.50%	100.00%	36.07%	63.93%	100.00%	56.52%	43.48%	100.00%	22.60%	77.40%	100.00%
1976-77	21	185	206	44	149	193	41	79	120	14	8	22	120	421	541
	10.19%	89.81%	100.00%	22.80%	77.20%	100.00%	34.17%	65.83%	100.00%	63.64%	36.36%	100.00%	22.18%	77.82%	100.00%
1977-78	25	186	211	43	152	195	39	78	117	12	11	23	119	427	546
	11.85%	88.15%	100.00%	22.05%	77.95%	100.00%	33.33%	66.67%	100.00%	52.17%	47.83%	100.00%	21.79%	78.21%	100.00%
1978-79	28	190	218	44	156	200	44	78	122	16	4	20	132	428	560
	12.84%	87.16%	100.00%	22.00%	78.00%	100.00%	36.07%	63.93%	100.00%	80.00%	20.00%	100.00%	23.57%	76.43%	100.00%
1979-80	27	193	220	41	141	182	45	73	118	24	10	34	137	417	554
	12.27%	87.73%	100.00%	22.53%	77.47%	100.00%	38.14%	61.86%	100.00%	70.59%	29.41%	100.00%	24.73%	75.27%	100.00%
1980-81	29	205	234	43	165	208	61	84	145	21	10	31	154	464	618
	12.39%	87.61%	100.00%	20.67%	79.33%	100.00%	42.07%	57.93%	100.00%	67.74%	32.26%	100.00%	24.92%	75.08%	100.00%
1981-82	29	205	234	40	167	207	64	88	152	33	18	51	166	478	644
	12.39%	87.61%	100.00%	19.32%	80.68%	100.00%	42.11%	57.89%	100.00%	67.71%	35.29%	100.00%	25.78%	74.22%	100.00%
1982-83	28	209	237	45	161	206	81	94	175	40	31	71	194	495	689
	11.81%	88.19%	100.00%	21.84%	78.16%	100.00%	46.29%	53.71%	100.00%	56.34%	43.66%	100.00%	28.16%	71.84%	100.00%
1983-84	32	206	238	38	155	193	79	92	171	14	23	37	163	476	639
	13.45%	86.55%	100.00%	19.69%	80.31%	100.00%	46.20%	53.80%	100.00%	37.84%	62.16%	100.00%	25.51%	74.49%	100.00%

139

TABLE 1 (Continued)

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1984-85	30 12.24%	215 87.76%	245 100.00%	36 19.15%	152 80.85%	188 100.00%	85 45.21%	103 54.79%	188 100.00%	24 57.14%	18 42.86%	42 100.00%	175 26.40%	488 73.60%	663 100.00%
1985-86	27 11.34%	211 88.66%	238 100.00%	36 21.30%	133 78.70%	169 100.00%	65 41.84%	90 58.06%	155 100.00%	25 56.82%	19 43.18%	44 100.00%	153 25.25%	453 74.75%	606 100.00%
1986-87	33 13.20%	217 86.80%	250 100.00%	41 21.03%	154 78.97%	195 100.00%	90 45.45%	108 54.55%	198 100.00%	33 55.93%	26 44.07%	59 100.00%	197 28.06%	505 71.94%	702 100.00%
1987-88	29 12.55%	202 87.45%	231 100.00%	39 21.55%	142 78.48%	181 100.00%	78 43.58%	101 56.42%	179 100.00%	26 63.41%	15 36.59%	41 100.00%	172 27.22%	460 72.78%	632 100.00%
1988-89	30 12.45%	211 87.55%	241 100.00%	39 20.53%	151 79.47%	190 100.00%	93 46.27%	108 53.73%	201 100.00%	31 62.00%	19 38.00%	50 100.00%	193 28.30%	489 71.70%	682 100.00%
1989-90	29 12.61%	201 87.39%	230 100.00%	42 23.33%	138 76.67%	180 100.00%	88 44.44%	110 55.56%	198 100.00%	19 65.52%	10 34.48%	29 100.00%	178 27.94%	459 72.06%	637 100.00%
1990-91	32 13.33%	208 86.67%	240 100.00%	49 25.52%	143 74.48%	192 100.00%	88 47.83%	96 52.17%	184 100.00%	27 71.05%	11 28.95%	38 100.00%	196 29.97%	458 70.03%	654 100.00%
1991-92	30 12.82%	204 87.18%	234 100.00%	52 26.53%	144 73.47%	196 100.00%	87 46.77%	99 53.23%	186 100.00%	20 60.61%	13 39.39%	33 100.00%	189 29.12%	460 70.88%	649 100.00%
1992-93	34 14.11%	207 85.89%	241 100.00%	62 31.63%	134 68.37%	196 100.00%	96 51.34%	91 48.66%	187 100.00%	22 68.75%	10 31.25%	32 100.00%	214 32.62%	442 67.38%	656 100.00%
1993-94	34 13.99%	209 86.01%	243 100.00%	68 33.83%	133 66.17%	201 100.00%	84 48.55%	89 51.45%	173 100.00%	28 68.29%	13 31.71%	41 100.00%	214 32.52%	444 67.48%	658 100.00%
1994-95	43 16.86%	212 83.14%	255 100.00%	64 34.97%	119 65.03%	183 100.00%	84 46.93%	95 53.07%	179 100.00%	42 77.78%	12 22.22%	54 100.00%	233 34.72%	438 65.28%	671 100.00%

TABLE 2

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

INDIANA UNIVERSITY OF PENNSYLVANIA

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-75	17	122	13.93%	155	414	37.44%
1975-76	18	120	15.00%	168	411	40.88%
1976-77	21	120	17.50%	185	421	43.94%
1977-78	25	119	21.01%	186	427	43.56%
1978-79	28	132	21.21%	190	428	44.39%
1979-80	27	137	19.71%	193	417	46.28%
1980-81	29	154	18.83%	205	464	44.18%
1981-82	29	166	17.47%	205	478	42.89%
1982-83	28	194	14.43%	209	495	42.22%
1983-84	32	163	19.63%	206	476	43.28%
1984-85	30	175	17.14%	215	488	44.06%
1985-86	27	153	17.65%	211	453	46.58%
1986-87	33	197	16.75%	217	505	42.97%
1987-88	29	172	16.86%	202	460	43.91%
1988-89	30	193	15.54%	211	489	43.15%
1989-90	29	178	16.29%	201	459	43.79%
1990-91	32	196	16.33%	208	458	45.41%
1991-92	30	189	15.87%	204	460	44.35%
1992-93	34	214	15.89%	207	442	46.83%
1993-94	34	214	15.89%	209	444	47.07%
1994-95	43	233	18.45%	212	438	48.40%

Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

TABLE 3

Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex, 1974 - 1994

INDIANA UNIVERSITY OF PENNSYLVANIA

Year	FEMALE RATIO (Undergraduate Female FTE to 1 Full-time Female Faculty)	MALE RATIO (Undergraduate Male FTE to 1 Full-time Male Faculty)
1974-75	44.79	9.53
1975-76	46.78	10.16
1976-77	48.28	9.41
1977-78	49.93	10.14
1978-79	45.77	10.24
1979-80	44.82	10.87
1980-81	40.18	9.85
1981-82	38.24	9.71
1982-83	32.38	9.71
1983-84	38.32	10.07
1984-85	35.46	10.24
1985-86	40.62	11.03
1986-87	32.17	10.19
1987-88	37.84	10.93
1988-89	34.41	10.52
1989-90	38.05	11.13
1990-91	35.32	11.71
1991-92	36.48	11.78
1992-93	31.78	12.13
1993-94	31.10	11.90
1994-95	27.86	11.98

TABLE 4

Student FTE Enrollment
by Enrollment Status and Sex, 1974 - 1994

INDIANA UNIVERSITY OF PENNSYLVANIA

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%
1974	314.5	282.5	597	5464	3947	9411	5778.5	4229.5	10008
	52.68%	47.32%	100.00%	58.06%	41.94%	100.00%	57.74%	42.26%	100.00%
1975	288	287	575	5613.5	4177.5	9791	5901.5	4464.5	10366
	50.09%	49.91%	100.00%	57.33%	42.67%	100.00%	56.93%	43.07%	100.00%
1976	298.5	266	564.5	5794	3963	9757	6092.5	4229	10321.5
	52.88%	47.12%	100.00%	59.38%	40.62%	100.00%	59.03%	40.97%	100.00%
1977	349.5	299.5	649	5941.5	4330	10271.5	6291	4629.5	10920.5
	53.85%	46.15%	100.00%	57.84%	42.16%	100.00%	57.61%	42.39%	100.00%
1978	430	320	750	6042	4384.5	10426.5	6472	4704.5	11176.5
	57.33%	42.67%	100.00%	57.95%	42.05%	100.00%	57.91%	42.09%	100.00%
1979	356.5	273	629.5	6141	4533.5	10674.5	6497.5	4806.5	11304
	56.63%	43.37%	100.00%	57.53%	42.47%	100.00%	57.48%	42.52%	100.00%
1980	402	342.5	744.5	6188	4572.5	10760.5	6590	4915	11505
	54.00%	46.00%	100.00%	57.51%	42.49%	100.00%	57.28%	42.72%	100.00%
1981	345.5	288.5	634	6348.5	4641.5	10990	6694	4930	11624
	54.50%	45.50%	100.00%	57.77%	42.23%	100.00%	57.59%	42.41%	100.00%
1982	331.5	317	648.5	6282	4805	11087	6613.5	5122	11735.5
	51.12%	48.88%	100.00%	56.66%	43.34%	100.00%	56.35%	43.65%	100.00%
1983	390.5	327	717.5	6246	4795.5	11041.5	6636.5	5122.5	11759
	54.43%	45.57%	100.00%	56.57%	43.43%	100.00%	56.44%	43.56%	100.00%
1984	424.5	331	755.5	6205	4995.5	11200.5	6629.5	5326.5	11956
	56.19%	43.81%	100.00%	55.40%	44.60%	100.00%	55.45%	44.55%	100.00%
1985	417.5	385.5	803	6215	4999	11214	6632.5	5384.5	12017
	51.99%	48.01%	100.00%	55.42%	44.58%	100.00%	55.19%	44.81%	100.00%
1986	461	389.5	850.5	6337.5	5146	11483.5	6798.5	5535.5	12334
	54.20%	45.80%	100.00%	55.19%	44.81%	100.00%	55.12%	44.88%	100.00%
1987	493.5	390	883.5	6509	5030	11539	7002.5	5420	12422.5
	55.86%	44.14%	100.00%	56.41%	43.59%	100.00%	56.37%	43.63%	100.00%
1988	428	387	815	6642	5145	11787	7070	5532	12602
	52.52%	47.48%	100.00%	56.35%	43.65%	100.00%	56.10%	43.90%	100.00%
1989	485	360.5	845.5	6773	5110	11883	7258	5470.5	12728.5
	57.36%	42.64%	100.00%	57.00%	43.00%	100.00%	57.02%	42.98%	100.00%
1990	569	403	972	6922.5	5361.5	12284	7491.5	5764.5	13256
	58.54%	41.46%	100.00%	56.35%	43.65%	100.00%	56.51%	43.49%	100.00%
1991	679	486	1165	6894.5	5419	12313.5	7573.5	5905	13478.5
	58.28%	41.72%	100.00%	55.99%	44.01%	100.00%	56.19%	43.81%	100.00%
1992	615	479.5	1094.5	6800	5360.5	12160.5	7415	5840	13320
	56.19%	43.81%	100.00%	55.92%	44.08%	100.00%	55.67%	43.84%	100.00%
1993	667.5	448	1115.5	6656	5285	11941	7323.5	5733	13056.5
	59.84%	40.16%	100.00%	55.74%	44.26%	100.00%	56.09%	43.91%	100.00%
1994	665	469.5	1134.5	6491	5248	11739	7156	5717.5	12873.5
	58.62%	41.38%	100.00%	55.29%	44.71%	100.00%	55.59%	44.41%	100.00%

KUTZTOWN UNIVERSITY OF PENNSYLVANIA

TABLE 1

Distribution of Full-time Faculty within Professorial Ranks by Sex, 1974-1994

KUTZTOWN UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	13	51	64	19	91	110	21	48	69	4	10	14	57	200	257
	20.31%	79.69%	100.00%	17.27%	82.73%	100.00%	30.43%	69.57%	100.00%	28.57%	71.43%	100.00%	22.18%	77.82%	100.00%
1975-76	13	60	73	19	97	116	20	38	58	3	12	15	55	207	262
	17.81%	82.19%	100.00%	16.38%	83.62%	100.00%	34.48%	65.52%	100.00%	20.00%	80.00%	100.00%	20.99%	79.01%	100.00%
1976-77	14	62	76	18	99	117	20	37	57	6	11	17	58	209	267
	18.42%	81.58%	100.00%	15.38%	84.62%	100.00%	35.09%	64.91%	100.00%	35.29%	64.71%	100.00%	21.72%	78.28%	100.00%
1977-78	14	67	81	20	93	113	14	38	52	5	11	16	53	209	262
	17.28%	82.72%	100.00%	17.70%	82.30%	100.00%	26.92%	73.08%	100.00%	31.25%	68.75%	100.00%	20.23%	79.77%	100.00%
1978-79	15	69	84	19	93	112	15	38	53	6	9	15	55	209	264
	17.86%	82.14%	100.00%	16.96%	83.04%	100.00%	28.30%	71.70%	100.00%	40.00%	60.00%	100.00%	20.83%	79.17%	100.00%
1979-80	14	73	87	19	95	114	13	36	49	4	11	15	50	215	265
	16.09%	83.91%	100.00%	16.67%	83.33%	100.00%	26.53%	73.47%	100.00%	26.67%	73.33%	100.00%	18.87%	81.13%	100.00%
1980-81	18	76	94	14	92	106	14	38	52	8	8	16	54	214	268
	19.15%	80.85%	100.00%	13.21%	86.79%	100.00%	26.92%	73.08%	100.00%	50.00%	50.00%	100.00%	20.15%	79.85%	100.00%
1981-82	19	82	101	13	89	102	15	33	48	7	8	15	54	212	266
	18.81%	81.19%	100.00%	12.75%	87.25%	100.00%	31.25%	68.75%	100.00%	46.67%	53.33%	100.00%	20.30%	79.70%	100.00%
1982-83	19	86	105	12	88	100	20	32	52	5	8	13	56	214	270
	18.10%	81.90%	100.00%	12.00%	88.00%	100.00%	38.46%	61.54%	100.00%	38.46%	61.54%	100.00%	20.74%	79.26%	100.00%
1983-84	18	88	106	14	85	99	22	33	55	3	8	11	57	214	271
	16.98%	83.02%	100.00%	14.14%	85.86%	100.00%	40.00%	60.00%	100.00%	27.27%	72.73%	100.00%	21.03%	78.97%	100.00%

TABLE 1 (Continued)

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1984-85	17 16.19%	88 83.81%	105 100.00%	16 16.49%	81 83.51%	97 100.00%	24 36.36%	42 63.64%	66 100.00%	5 41.67%	7 58.33%	12 100.00%	62 22.14%	218 77.86%	280 100.00%
1985-86	16 15.09%	90 84.91%	106 100.00%	17 16.67%	85 83.33%	102 100.00%	27 40.91%	39 59.09%	66 100.00%	4 36.36%	7 63.64%	11 100.00%	64 22.46%	221 77.54%	285 100.00%
1986-87	17 16.19%	88 83.81%	105 100.00%	30 24.79%	91 75.21%	121 100.00%	44 47.31%	49 52.69%	93 100.00%	11 55.00%	9 45.00%	20 100.00%	102 30.09%	237 69.91%	339 100.00%
1987-88	18 17.82%	83 82.18%	101 100.00%	31 24.22%	97 75.78%	128 100.00%	46 44.66%	57 55.34%	103 100.00%	12 63.16%	7 36.84%	19 100.00%	107 30.48%	244 69.52%	351 100.00%
1988-89	18 16.98%	88 83.02%	106 100.00%	36 27.69%	94 72.31%	130 100.00%	52 50.00%	52 50.00%	104 100.00%	7 53.85%	6 46.15%	13 100.00%	113 32.01%	240 67.99%	353 100.00%
1989-90	18 16.36%	92 83.64%	110 100.00%	34 26.77%	93 73.23%	127 100.00%	59 53.15%	52 46.85%	111 100.00%	6 42.86%	8 57.14%	14 100.00%	117 32.32%	245 67.68%	362 100.00%
1990-91	21 18.92%	90 81.08%	111 100.00%	32 25.40%	94 74.60%	126 100.00%	59 52.21%	54 47.79%	113 100.00%	20 60.61%	13 39.39%	33 100.00%	132 34.46%	251 65.54%	383 100.00%
1991-92	21 18.58%	92 81.42%	113 100.00%	26 22.22%	91 77.78%	117 100.00%	62 55.86%	49 44.14%	111 100.00%	20 68.97%	9 31.03%	29 100.00%	129 34.86%	241 65.14%	370 100.00%
1992-93	19 17.27%	91 82.73%	110 100.00%	31 25.83%	89 74.17%	120 100.00%	71 55.04%	58 44.96%	129 100.00%	24 58.54%	17 41.46%	41 100.00%	145 36.25%	255 63.75%	400 100.00%
1993-94	23 19.49%	95 80.51%	118 100.00%	32 27.35%	85 72.65%	117 100.00%	62 50.82%	60 49.18%	122 100.00%	17 68.00%	8 32.00%	25 100.00%	134 35.08%	248 64.92%	382 100.00%
1994-95	25 20.49%	97 79.51%	122 100.00%	31 27.19%	83 72.81%	114 100.00%	70 52.24%	64 47.76%	134 100.00%	26 72.22%	10 27.78%	36 100.00%	152 37.44%	254 62.56%	406 100.00%

TABLE 2

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

KUTZTOWN UNIVERSITY OF PENNSYLVANIA

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-75	13	57	22.81%	51	200	25.50%
1975-76	13	55	23.64%	60	207	28.99%
1976-77	14	58	24.14%	62	209	29.67%
1977-78	14	53	26.42%	67	209	32.06%
1978-79	15	55	27.27%	69	209	33.01%
1979-80	14	50	28.00%	73	215	33.95%
1980-81	18	54	33.33%	76	214	35.51%
1981-82	19	54	35.19%	82	212	38.68%
1982-83	19	56	33.93%	86	214	40.19%
1983-84	18	57	31.58%	88	214	41.12%
1984-85	17	62	27.42%	88	218	40.37%
1985-86	16	64	25.00%	90	221	40.72%
1986-87	17	102	16.67%	88	237	37.13%
1987-88	18	107	16.82%	83	244	34.02%
1988-89	18	113	15.93%	88	240	36.67%
1989-90	18	117	15.38%	92	245	37.55%
1990-91	21	132	15.91%	90	251	35.86%
1991-92	21	129	16.28%	92	241	38.17%
1992-93	19	145	13.10%	91	255	35.69%
1993-94	23	134	17.16%	95	248	38.31%
1994-95	25	152	16.45%	97	254	38.19%

Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

TABLE 3

Ration of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex, 1974 - 1994

KUTZTOWN UNIVERSITY OF PENNSYLVANIA

Year	FEMALE RATIO (Undergraduate Female FTE to 1 Full-time Female Faculty)	MALE RATIO (Undergraduate Male FTE to 1 Full-time Male Faculty)
1974-75	40.95	8.62
1975-76	47.02	9.03
1976-77	38.67	7.75
1977-78	46.60	8.53
1978-79	44.59	8.30
1979-80	48.76	8.43
1980-81	49.56	9.05
1981-82	51.09	9.73
1982-83	51.16	10.50
1983-84	51.59	11.15
1984-85	45.64	11.14
1985-86	46.63	11.10
1986-87	30.99	10.48
1987-88	31.19	10.28
1988-89	31.47	10.60
1989-90	32.43	10.68
1990-91	29.13	10.42
1991-92	30.11	11.35
1992-93	25.24	10.45
1993-94	27.44	11.01
1994-95	24.35	11.07

TABLE 4

Student FTE Enrollment by Enrollment Status and Sex, 1974 - 1994

KUTZTOWN UNIVERSITY OF PENNSYLVANIA

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%
1974	262	159.5	421.5	2334	1724	4058	2596	1883.5	4479.5
	62.16%	37.84%	100.00%	57.52%	42.48%	100.00%	57.95%	42.05%	100.00%
1975	243.5	174.5	418	2586	1870	4456	2829.5	2044.5	4874
	58.25%	41.75%	100.00%	58.03%	41.97%	100.00%	58.05%	41.95%	100.00%
1976	211.5	161	372.5	2243	1619.5	3862.5	2454.5	1780.5	4235
	56.78%	43.22%	100.00%	58.07%	41.93%	100.00%	57.96%	42.04%	100.00%
1977	191.5	128.5	320	2470	1782	4252	2661.5	1910.5	4572
	59.84%	40.16%	100.00%	58.09%	41.91%	100.00%	58.21%	41.79%	100.00%
1978	213	107.5	320.5	2452.5	1735.5	4188	2665.5	1843	4508.5
	66.46%	33.54%	100.00%	58.56%	41.44%	100.00%	59.12%	40.88%	100.00%
1979	154	76.5	230.5	2438	1812	4250	2592	1888.5	4480.5
	66.81%	33.19%	100.00%	57.36%	42.64%	100.00%	57.85%	42.15%	100.00%
1980	159.5	49.5	209	2676.5	1936	4612.5	2836	1985.5	4821.5
	76.32%	23.68%	100.00%	58.03%	41.97%	100.00%	58.82%	41.18%	100.00%
1981	145	45.5	190.5	2759	2063	4822	2904	2108.5	5012.5
	76.12%	23.88%	100.00%	57.22%	42.78%	100.00%	57.94%	42.06%	100.00%
1982	121	40.5	161.5	2865	2248	5113	2986	2288.5	5274.5
	74.92%	25.08%	100.00%	56.03%	43.97%	100.00%	56.61%	43.39%	100.00%
1983	120	40.5	160.5	2940.5	2385.5	5326	3060.5	2426	5486.5
	74.77%	25.23%	100.00%	55.21%	44.79%	100.00%	55.78%	44.22%	100.00%
1984	120.5	51	171.5	2829.5	2428.5	5258	2950	2479.5	5429.5
	70.26%	29.74%	100.00%	53.81%	46.19%	100.00%	54.33%	45.67%	100.00%
1985	148	58.5	206.5	2984	2454	5438	3132	2512.5	5644.5
	71.67%	28.33%	100.00%	54.87%	45.13%	100.00%	55.49%	44.51%	100.00%
1986	231	97	328	3161	2484.5	5645.5	3392	2581.5	5973.5
	70.43%	29.57%	100.00%	55.99%	44.01%	100.00%	56.78%	43.22%	100.00%
1987	253.5	110	363.5	3337	2509	5846	3590.5	2619	6209.5
	69.74%	30.26%	100.00%	57.08%	42.92%	100.00%	57.82%	42.18%	100.00%
1988	258.5	105.5	364	3556	2544	6100	3814.5	2649.5	6464
	71.02%	28.98%	100.00%	58.30%	41.70%	100.00%	59.01%	40.99%	100.00%
1989	291.5	107	398.5	3794	2616	6410	4085.5	2723	6808.5
	73.15%	26.85%	100.00%	59.19%	40.81%	100.00%	60.01%	39.99%	100.00%
1990	320	132.5	452.5	3844.5	2615.5	6460	4164.5	2748	6912.5
	70.72%	29.28%	100.00%	59.51%	40.49%	100.00%	60.25%	39.75%	100.00%
1991	441.5	204	645.5	3884.5	2736.5	6621	4326	2940.5	7266.5
	68.40%	31.60%	100.00%	58.67%	41.33%	100.00%	59.53%	40.47%	100.00%
1992	411.5	179	590.5	3660.5	2664.5	6325	4072	2843.5	7012.5
	69.69%	30.31%	100.00%	57.87%	42.13%	100.00%	58.07%	40.55%	100.00%
1993	390	146	536	3677.5	2731.5	6409	4067.5	2877.5	6945
	72.76%	27.24%	100.00%	57.38%	42.62%	100.00%	58.57%	41.43%	100.00%
1994	408.5	141.5	550	3700.5	2812	6512.5	4109	2953.5	7062.5
	74.27%	25.73%	100.00%	56.82%	43.18%	100.00%	58.18%	41.82%	100.00%

LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

TABLE 1

Distribution of Full-time Faculty within Professorial Ranks by Sex, 1974-1994

LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	6 16.22%	31 83.78%	37 100.00%	15 23.81%	48 76.19%	63 100.00%	11 22.00%	39 78.00%	50 100.00%	3 37.50%	5 62.50%	8 100.00%	35 22.15%	123 77.85%	158 100.00%
1975-76	7 17.07%	34 82.93%	41 100.00%	16 24.24%	50 75.76%	66 100.00%	12 25.00%	36 75.00%	48 100.00%	3 42.86%	4 57.14%	7 100.00%	38 23.46%	124 76.54%	162 100.00%
1976-77	5 11.90%	37 88.10%	42 100.00%	17 24.64%	52 75.36%	69 100.00%	9 22.50%	31 77.50%	40 100.00%	2 40.00%	3 60.00%	5 100.00%	33 21.15%	123 78.85%	156 100.00%
1977-78	6 13.04%	40 86.96%	46 100.00%	17 23.94%	54 76.06%	71 100.00%	8 22.22%	28 77.78%	36 100.00%	2 66.67%	1 33.33%	3 100.00%	33 21.15%	123 78.85%	156 100.00%
1978-79	6 13.04%	40 86.96%	46 100.00%	17 23.94%	54 76.06%	71 100.00%	10 31.25%	22 68.75%	32 100.00%	2 40.00%	3 60.00%	5 100.00%	35 22.73%	119 77.27%	154 100.00%
1979-80	6 13.04%	40 86.96%	46 100.00%	17 24.64%	52 75.36%	69 100.00%	6 21.43%	22 78.57%	28 100.00%	2 33.33%	4 66.67%	6 100.00%	31 20.81%	118 79.19%	149 100.00%
1980-81	8 15.69%	43 84.31%	51 100.00%	16 23.53%	52 76.47%	68 100.00%	11 32.35%	23 67.65%	34 100.00%	5 55.56%	4 44.44%	9 100.00%	40 24.69%	122 75.31%	162 100.00%
1981-82	9 16.67%	45 83.33%	54 100.00%	14 20.59%	54 79.41%	68 100.00%	10 32.26%	21 67.74%	31 100.00%	6 60.00%	4 40.00%	10 100.00%	39 23.93%	124 76.07%	163 100.00%
1982-83	11 19.64%	45 80.36%	56 100.00%	14 20.29%	55 79.71%	69 100.00%	11 32.35%	23 67.65%	34 100.00%	4 50.00%	4 50.00%	8 100.00%	40 23.95%	127 76.05%	167 100.00%
1983-84	10 17.24%	48 82.76%	58 100.00%	10 15.15%	56 84.85%	66 100.00%	11 33.33%	22 66.67%	33 100.00%	6 60.00%	4 40.00%	10 100.00%	37 22.16%	130 77.84%	167 100.00%

TABLE 1 (Continued)

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1984-85	10 16.95%	49 83.05%	59 100.00%	10 13.89%	62 86.11%	72 100.00%	9 37.50%	15 62.50%	24 100.00%	7 70.00%	3 30.00%	10 100.00%	36 21.82%	129 78.18%	165 100.00%
1985-86	12 19.67%	49 80.33%	61 100.00%	7 10.29%	61 89.71%	68 100.00%	10 40.00%	15 60.00%	25 100.00%	9 64.29%	5 35.71%	14 100.00%	38 22.62%	130 77.38%	168 100.00%
1986-87	10 16.39%	51 83.61%	61 100.00%	7 10.94%	57 89.06%	64 100.00%	16 44.44%	20 55.56%	36 100.00%	7 46.67%	8 53.33%	15 100.00%	40 22.73%	136 77.27%	176 100.00%
1987-88	11 18.03%	50 81.97%	61 100.00%	6 9.52%	57 90.48%	63 100.00%	13 39.39%	20 60.61%	33 100.00%	6 75.00%	2 25.00%	8 100.00%	36 21.82%	129 78.18%	165 100.00%
1988-89	10 17.54%	47 82.46%	57 100.00%	7 11.11%	56 88.89%	63 100.00%	19 45.24%	23 54.76%	42 100.00%	9 75.00%	3 25.00%	12 100.00%	45 25.86%	129 74.14%	174 100.00%
1989-90	10 16.95%	49 83.05%	59 100.00%	10 16.67%	50 83.33%	60 100.00%	24 51.06%	23 48.94%	47 100.00%	11 64.71%	6 35.29%	17 100.00%	55 30.05%	128 69.95%	183 100.00%
1990-91	10 18.18%	45 81.82%	55 100.00%	17 25.37%	50 74.63%	67 100.00%	27 48.21%	29 51.79%	56 100.00%	12 60.00%	8 40.00%	20 100.00%	66 33.33%	132 66.67%	198 100.00%
1991-92	9 16.36%	46 83.64%	55 100.00%	16 24.24%	50 75.76%	66 100.00%	30 50.00%	30 50.00%	60 100.00%	23 76.67%	7 23.33%	30 100.00%	78 36.97%	133 63.03%	211 100.00%
1992-93	7 15.56%	38 84.44%	45 100.00%	16 25.40%	47 74.60%	63 100.00%	30 46.88%	34 53.13%	64 100.00%	24 82.76%	5 17.24%	29 100.00%	77 38.31%	124 61.69%	201 100.00%
1993-94	8 17.39%	38 82.61%	46 100.00%	19 29.69%	45 70.31%	64 100.00%	30 49.18%	31 50.82%	61 100.00%	19 73.08%	7 26.92%	26 100.00%	76 38.58%	121 61.42%	197 100.00%
1994-95	7 14.89%	40 85.11%	47 100.00%	21 32.81%	43 67.19%	64 100.00%	26 43.33%	34 56.67%	60 100.00%	21 63.64%	12 36.36%	33 100.00%	75 36.76%	129 63.24%	204 100.00%

TABLE 2

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-75	6	35	17.14%	31	123	25.20%
1975-76	7	38	18.42%	34	124	27.42%
1976-77	5	33	15.15%	37	123	30.08%
1977-78	6	33	18.18%	40	123	32.52%
1978-79	6	35	17.14%	40	119	33.61%
1979-80	6	31	19.35%	40	118	33.90%
1980-81	8	40	20.00%	43	122	35.25%
1981-82	9	39	23.08%	45	124	36.29%
1982-83	11	40	27.50%	45	127	35.43%
1983-84	10	37	27.03%	48	130	36.92%
1984-85	10	36	27.78%	49	129	37.98%
1985-86	12	38	31.58%	49	130	37.69%
1986-87	10	40	25.00%	51	136	37.50%
1987-88	11	36	30.56%	50	129	38.76%
1988-89	10	45	22.22%	47	129	36.43%
1989-90	10	55	18.18%	49	128	38.28%
1990-91	10	66	15.15%	45	132	34.09%
1991-92	9	78	11.54%	46	133	34.59%
1992-93	7	77	9.09%	38	124	30.65%
1993-94	8	76	10.53%	38	121	31.40%
1994-95	7	75	9.33%	40	129	31.01%

Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

TABLE 3

Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex, 1974 - 1994

LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

Year	FEMALE RATIO (Undergraduate Female FTE to 1 Full-time Female Faculty)	MALE RATIO (Undergraduate Male FTE to 1 Full-time Male Faculty)
1974-75	37.13	8.18
1975-76	34.66	8.47
1976-77	38.44	8.67
1977-78	36.89	8.90
1978-79	32.61	8.70
1979-80	40.52	9.01
1980-81	32.53	9.77
1981-82	34.44	9.10
1982-83	32.25	10.01
1983-84	34.70	9.92
1984-85	35.76	9.81
1985-86	33.32	10.27
1986-87	33.16	9.37
1987-88	40.57	10.21
1988-89	34.86	10.47
1989-90	30.45	11.13
1990-91	28.35	11.48
1991-92	25.71	11.54
1992-93	26.95	13.43
1993-94	25.49	13.35
1994-95	26.06	12.22

TABLE 4

Student FTE Enrollment by Enrollment Status and Sex, 1974 - 1994

LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

Year	Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%
1974	1299.5	1006	2305.5	1299.5	1006	2305.5
	56.37%	43.63%	100.00%	56.37%	43.63%	100.00%
1975	1317	1050	2367	1317	1050	2367
	55.64%	44.36%	100.00%	55.64%	44.36%	100.00%
1976	1268.5	1066.5	2335	1268.5	1066.5	2335
	54.33%	45.67%	100.00%	54.33%	45.67%	100.00%
1977	1217.5	1095	2312.5	1217.5	1095	2312.5
	52.65%	47.35%	100.00%	52.65%	47.35%	100.00%
1978	1141.5	1035	2176.5	1141.5	1035	2176.5
	52.45%	47.55%	100.00%	52.45%	47.55%	100.00%
1979	1256	1083.5	2339.5	1256	1083.5	2339.5
	53.69%	46.31%	100.00%	53.69%	46.31%	100.00%
1980	1301	1192	2493	1301	1192	2493
	52.19%	47.81%	100.00%	52.19%	47.81%	100.00%
1981	1343	1128.5	2471.5	1343	1128.5	2471.5
	54.34%	45.66%	100.00%	54.34%	45.66%	100.00%
1982	1290	1271	2561	1290	1271	2561
	50.37%	49.63%	100.00%	50.37%	49.63%	100.00%
1983	1284	1289.5	2573.5	1284	1289.5	2573.5
	49.89%	50.11%	100.00%	49.89%	50.11%	100.00%
1984	1287.5	1265.5	2553	1287.5	1265.5	2553
	50.43%	49.57%	100.00%	50.43%	49.57%	100.00%
1985	1266	1335	2601	1266	1335	2601
	48.67%	51.33%	100.00%	48.67%	51.33%	100.00%
1986	1326.5	1274	2600.5	1326.5	1274	2600.5
	51.01%	48.99%	100.00%	51.01%	48.99%	100.00%
1987	1460.5	1316.5	2777	1460.5	1316.5	2777
	52.59%	47.41%	100.00%	52.59%	47.41%	100.00%
1988	1568.5	1350	2918.5	1568.5	1350	2918.5
	53.74%	46.26%	100.00%	53.74%	46.26%	100.00%
1989	1674.5	1424.5	3099	1674.5	1424.5	3099
	54.03%	45.97%	100.00%	54.03%	45.97%	100.00%
1990	1871	1516	3387	1871	1516	3387
	55.24%	44.76%	100.00%	55.24%	44.76%	100.00%
1991	2005	1535	3540	2005	1535	3540
	56.64%	43.36%	100.00%	56.64%	43.36%	100.00%
1992	2075	1665.5	3740.5	2075	1665.5	3740.5
	55.47%	44.53%	100.00%	55.47%	44.53%	100.00%
1993	1937.5	1615	3552.5	1937.5	1615	3552.5
	54.54%	45.46%	100.00%	54.54%	45.46%	100.00%
1994	1954.5	1577	3531.5	1954.5	1577	3531.5
	55.34%	44.66%	100.00%	55.34%	44.66%	100.00%

NOTE Lock Haven offers a limited number of graduate courses

MANSFIELD UNIVERSITY OF PENNSYLVANIA

TABLE 1

Distribution of Full-time Faculty within Professorial Ranks by Sex, 1974-1994

MANSFIELD UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	5 10.87%	41 89.13%	46 100.00%	17 19.10%	72 80.90%	89 100.00%	30 45.45%	36 54.55%	66 100.00%	4 36.36%	7 63.64%	11 100.00%	56 26.42%	156 73.58%	212 100.00%
1975-76	4.5 9.57%	42.5 90.43%	47 100.00%	16 18.93%	68.5 81.07%	84.5 100.00%	26.5 43.44%	34.5 56.56%	61 100.00%	4.5 36.00%	8 64.00%	12.5 100.00%	51.5 25.12%	153.5 74.88%	205 100.00%
1976-77	4 8.33%	44 91.67%	48 100.00%	15 18.75%	65 81.25%	80 100.00%	23 41.07%	33 58.93%	56 100.00%	5 35.71%	9 64.29%	14 100.00%	47 23.74%	151 76.26%	198 100.00%
1977-78	3 6.38%	44 93.62%	47 100.00%	14 17.72%	65 82.28%	79 100.00%	25 42.37%	34 57.63%	59 100.00%	5 38.46%	8 61.54%	13 100.00%	47 23.74%	151 76.26%	198 100.00%
1978-79	5 9.43%	48 90.57%	53 100.00%	10 12.50%	70 87.50%	80 100.00%	23 40.35%	34 59.65%	57 100.00%	6 66.67%	3 33.33%	9 100.00%	44 22.11%	155 77.89%	199 100.00%
1979-80	4 7.27%	51 92.73%	55 100.00%	14 18.42%	62 81.58%	76 100.00%	16 34.04%	31 65.96%	47 100.00%	5 50.00%	5 50.00%	10 100.00%	39 20.74%	149 79.26%	188 100.00%
1980-81	4 8.00%	46 92.00%	50 100.00%	12 18.46%	53 81.54%	65 100.00%	15 39.47%	23 60.53%	38 100.00%	6 54.55%	5 45.45%	11 100.00%	37 22.56%	127 77.44%	164 100.00%
1981-82	4 8.33%	44 91.67%	48 100.00%	11 16.67%	55 83.33%	66 100.00%	13 35.14%	24 64.86%	37 100.00%	8 50.00%	8 50.00%	16 100.00%	36 21.56%	131 78.44%	167 100.00%
1982-83	4 8.00%	46 92.00%	50 100.00%	12 16.67%	60 83.33%	72 100.00%	19 38.00%	31 62.00%	50 100.00%	7 36.84%	12 63.16%	19 100.00%	42 21.99%	149 78.01%	191 100.00%
1983-84	4 8.33%	44 91.67%	48 100.00%	10 15.63%	54 84.38%	64 100.00%	15 35.71%	27 64.29%	42 100.00%	2 28.57%	5 71.43%	7 100.00%	31 19.25%	130 80.75%	161 100.00%

TABLE 1 (Continued)

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1984-85	4 7.84%	47 92.16%	51 100.00%	13 18.84%	56 81.16%	69 100.00%	25 40.98%	36 59.02%	61 100.00%	2 40.00%	3 60.00%	5 100.00%	44 23.66%	142 76.34%	186 100.00%
1985-86	4 8.00%	46 92.00%	50 100.00%	11 17.46%	52 82.54%	63 100.00%	25 42.37%	34 57.63%	59 100.00%	2 28.57%	5 71.43%	7 100.00%	42 23.46%	137 76.54%	179 100.00%
1986-87	5 9.26%	49 90.74%	54 100.00%	10 16.39%	51 83.61%	61 100.00%	22 41.51%	31 58.49%	53 100.00%	6 54.55%	5 45.45%	11 100.00%	43 24.02%	136 75.98%	179 100.00%
1987-88	5 8.93%	51 91.07%	56 100.00%	9 16.07%	47 83.93%	56 100.00%	21 39.62%	32 60.38%	53 100.00%	4 57.14%	3 42.86%	7 100.00%	39 22.67%	133 77.33%	172 100.00%
1988-89	3 5.56%	51 94.44%	54 100.00%	12 20.69%	46 79.31%	58 100.00%	19 37.25%	32 62.75%	51 100.00%	7 63.64%	4 36.36%	11 100.00%	41 23.56%	133 76.44%	174 100.00%
1989-90	3 5.66%	50 94.34%	53 100.00%	13 22.81%	44 77.19%	57 100.00%	25 43.86%	32 56.14%	57 100.00%	5 50.00%	5 50.00%	10 100.00%	46 25.99%	131 74.01%	177 100.00%
1990-91	3 5.56%	51 94.44%	54 100.00%	14 24.56%	43 75.44%	57 100.00%	26 48.15%	28 51.85%	54 100.00%	6 50.00%	6 50.00%	12 100.00%	49 27.68%	128 72.32%	177 100.00%
1991-92	3 5.88%	48 94.12%	51 100.00%	13 23.64%	42 76.36%	55 100.00%	24 42.86%	32 57.14%	56 100.00%	9 56.25%	7 43.75%	16 100.00%	49 27.53%	129 72.47%	178 100.00%
1992-93	3 6.98%	40 93.02%	43 100.00%	14 25.00%	42 75.00%	56 100.00%	25 39.06%	39 60.94%	64 100.00%	8 50.00%	8 50.00%	16 100.00%	50 27.93%	129 72.07%	179 100.00%
1993-94	5 10.64%	42 89.36%	47 100.00%	18 30.00%	42 70.00%	60 100.00%	24 41.38%	34 58.62%	58 100.00%	9 64.29%	5 35.71%	14 100.00%	56 31.28%	123 68.72%	179 100.00%
1994-95	6 12.24%	43 87.76%	49 100.00%	19 33.33%	38 66.67%	57 100.00%	21 37.50%	35 62.50%	56 100.00%	8 66.67%	4 33.33%	12 100.00%	54 31.03%	120 68.97%	174 100.00%

TABLE 2

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

MANSFIELD UNIVERSITY OF PENNSYLVANIA

Year	FEMALE Full Professor	FEMALE Total Faculty	FEMALE % Full Professor	MALE Full Professor	MALE Total Faculty	MALE % Full Professor
1974-75	5	56	8.93%	41	156	26.28%
1975-76	4.5	53	8.49%	42.5	155	27.42%
1976-77	4	47	8.51%	44	151	29.14%
1977-78	3	47	6.38%	44	151	29.14%
1978-79	5	44	11.36%	48	155	30.97%
1979-80	4	39	10.26%	51	149	34.23%
1980-81	4	37	10.81%	46	127	36.22%
1981-82	4	36	11.11%	44	131	33.59%
1982-83	4	42	9.52%	46	149	30.87%
1983-84	4	31	12.90%	44	130	33.85%
1984-85	4	44	9.09%	47	142	33.10%
1985-86	4	42	9.52%	46	137	33.58%
1986-87	5	43	11.63%	49	136	36.03%
1987-88	5	39	12.82%	51	133	38.35%
1988-89	3	41	7.32%	51	133	38.35%
1989-90	3	46	6.52%	50	131	38.17%
1990-91	3	49	6.12%	51	128	39.84%
1991-92	3	49	6.12%	48	129	37.21%
1992-93	3	50	6.00%	40	129	31.01%
1993-94	5	56	8.93%	42	123	34.15%
1994-95	6	54	11.11%	43	120	35.83%

Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

TABLE 3

Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex, 1974 - 1994

MANSFIELD UNIVERSITY OF PENNSYLVANIA

Year	FEMALE RATIO (Undergraduate Female FTE to 1 Full-time Female Faculty)	MALE RATIO (Undergraduate Male FTE to 1 Full-time Male Faculty)
1974-75	27.23	7.76
1975-76	30.42	8.08
1976-77	31.74	7.82
1977-78	30.69	6.97
1978-79	30.92	6.55
1979-80	29.71	7.06
1980-81	31.92	7.59
1981-82	30.65	8.07
1982-83	27.49	8.01
1983-84	41.13	9.47
1984-85	28.78	8.63
1985-86	29.63	8.69
1986-87	28.81	7.71
1987-88	32.44	8.06
1988-89	34.17	8.55
1989-90	33.74	9.02
1990-91	32.10	8.90
1991-92	33.72	9.29
1992-93	32.45	9.21
1993-94	28.11	9.83
1994-95	26.93	9.50

TABLE 4

Student FTE Enrollment by Enrollment Status and Sex, 1974 - 1994

MANSFIELD UNIVERSITY OF PENNSYLVANIA

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%
1974	145.5	101.5	247	1525	1210	2735	1670.5	1311.5	2982
	58.91%	41.09%	100.00%	55.76%	44.24%	100.00%	56.02%	43.98%	100.00%
1975	88.5	46.5	135	1582	1245	2827	1670.5	1291.5	2962
	65.56%	34.44%	100.00%	55.96%	44.04%	100.00%	56.40%	43.60%	100.00%
1976	83.5	54.5	138	1492	1180.5	2672.5	1575.5	1235	2810.5
	60.51%	39.49%	100.00%	55.83%	44.17%	100.00%	56.06%	43.94%	100.00%
1977	99.5	59.5	159	1442.5	1053	2495.5	1542	1112.5	2654.5
	62.58%	37.42%	100.00%	57.80%	42.20%	100.00%	58.09%	41.91%	100.00%
1978	64	38.5	102.5	1360.5	1015.5	2376	1424.5	1054	2478.5
	62.44%	37.56%	100.00%	57.26%	42.74%	100.00%	57.47%	42.53%	100.00%
1979	92.5	54	146.5	1158.5	1051.5	2210	1251	1105.5	2356.5
	63.14%	36.86%	100.00%	52.42%	47.58%	100.00%	53.09%	46.91%	100.00%
1980	80.5	45.5	126	1181	964.5	2145.5	1261.5	1010	2271.5
	63.89%	36.11%	100.00%	55.05%	44.95%	100.00%	55.54%	44.46%	100.00%
1981	96	34	130	1103.5	1057.5	2161	1199.5	1091.5	2291
	73.85%	26.15%	100.00%	51.06%	48.94%	100.00%	52.36%	47.64%	100.00%
1982	82.5	44.5	127	1154.5	1193	2347.5	1237	1237.5	2474.5
	64.96%	35.04%	100.00%	49.18%	50.82%	100.00%	49.99%	50.01%	100.00%
1983	90	38.5	128.5	1275	1230.5	2505.5	1365	1269	2634
	70.04%	29.96%	100.00%	50.89%	49.11%	100.00%	51.82%	48.18%	100.00%
1984	102	66	168	1266.5	1225	2491.5	1368.5	1291	2659.5
	60.71%	39.29%	100.00%	50.83%	49.17%	100.00%	51.46%	48.54%	100.00%
1985	116	46.5	162.5	1244.5	1190	2434.5	1360.5	1236.5	2597
	71.38%	28.62%	100.00%	51.12%	48.88%	100.00%	52.39%	47.61%	100.00%
1986	108.5	38	146.5	1239	1048.5	2287.5	1347.5	1086.5	2434
	74.06%	25.94%	100.00%	54.16%	45.84%	100.00%	55.36%	44.64%	100.00%
1987	118.5	44.5	163	1265	1072.5	2337.5	1383.5	1117	2500.5
	72.70%	27.30%	100.00%	54.12%	45.88%	100.00%	55.33%	44.67%	100.00%
1988	132.5	62.5	195	1401	1136.5	2537.5	1533.5	1199	2732.5
	67.95%	32.05%	100.00%	55.21%	44.79%	100.00%	56.12%	43.88%	100.00%
1989	154	64.5	218.5	1552	1181.5	2733.5	1706	1246	2952
	70.48%	29.52%	100.00%	56.78%	43.22%	100.00%	57.79%	42.21%	100.00%
1990	139.5	68	207.5	1573	1139	2712	1712.5	1207	2919.5
	67.23%	32.77%	100.00%	58.00%	42.00%	100.00%	58.66%	41.34%	100.00%
1991	168.5	71	239.5	1652.5	1198	2850.5	1821	1269	3090
	70.35%	29.65%	100.00%	57.97%	42.03%	100.00%	58.93%	41.07%	100.00%
1992	139	53.5	192.5	1622.5	1188.5	2811	1761.5	1242	3030.5
	72.21%	27.79%	100.00%	57.72%	42.28%	100.00%	58.13%	40.98%	100.00%
1993	149.5	50.5	200	1574	1209.5	2783.5	1723.5	1260	2983.5
	74.75%	25.25%	100.00%	56.55%	43.45%	100.00%	57.77%	42.23%	100.00%
1994	128	56	184	1454	1139.5	2593.5	1582	1195.5	2777.5
	69.57%	30.43%	100.00%	56.06%	43.94%	100.00%	56.96%	43.04%	100.00%

MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

TABLE 1

Distribution of Full-time Faculty within Professorial Ranks by Sex, 1974-1994

MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	7 10.29%	61 89.71%	68 100.00%	21 20.19%	83 79.81%	104 100.00%	26 32.50%	54 67.50%	80 100.00%	10 58.82%	7 41.18%	17 100.00%	64 23.79%	205 76.21%	269 100.00%
1975-76	7 9.59%	66 90.41%	73 100.00%	23 19.01%	98 80.99%	121 100.00%	20 28.57%	50 71.43%	70 100.00%	7 87.50%	1 12.50%	8 100.00%	57 20.96%	215 79.04%	272 100.00%
1976-77	6 8.00%	69 92.00%	75 100.00%	27 22.88%	91 77.12%	118 100.00%	19 27.94%	49 72.06%	68 100.00%	13 86.67%	2 13.33%	15 100.00%	65 23.55%	211 76.45%	276 100.00%
1977-78	6 6.82%	82 93.18%	88 100.00%	32 25.60%	93 74.40%	125 100.00%	27 35.06%	50 64.94%	77 100.00%	15 83.33%	3 16.67%	18 100.00%	80 25.97%	228 74.03%	308 100.00%
1978-79	6 6.82%	82 93.18%	88 100.00%	28 24.14%	88 75.86%	116 100.00%	23 34.85%	43 65.15%	66 100.00%	9 60.00%	6 40.00%	15 100.00%	66 23.16%	219 76.84%	285 100.00%
1979-80	6 6.59%	85 93.41%	91 100.00%	27 22.50%	93 77.50%	120 100.00%	22 30.14%	51 69.86%	73 100.00%	9 60.00%	6 40.00%	15 100.00%	64 21.40%	235 78.60%	299 100.00%
1980-81	8 8.89%	82 91.11%	90 100.00%	28 22.40%	97 77.60%	125 100.00%	23 35.94%	41 64.06%	64 100.00%	9 64.29%	5 35.71%	14 100.00%	68 23.21%	225 76.79%	293 100.00%
1981-82	6 6.67%	84 93.33%	90 100.00%	29 23.77%	93 76.23%	122 100.00%	23 39.66%	35 60.34%	58 100.00%	10 62.50%	6 37.50%	16 100.00%	68 23.78%	218 76.22%	286 100.00%
1982-83	8 8.33%	88 91.67%	96 100.00%	23 20.35%	90 79.65%	113 100.00%	28 44.44%	35 55.56%	63 100.00%	3 42.86%	4 57.14%	7 100.00%	62 22.22%	217 77.78%	279 100.00%
1983-84	7 7.29%	89 92.71%	96 100.00%	33 28.45%	83 71.55%	116 100.00%	24 34.78%	45 65.22%	69 100.00%	12 66.67%	6 33.33%	18 100.00%	76 25.42%	223 74.58%	299 100.00%

TABLE 1 (Continued)

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1984-85	7 7.45%	87 92.55%	94 100.00%	28 25.23%	83 74.77%	111 100.00%	30 36.59%	52 63.41%	82 100.00%	10 66.67%	5 33.33%	15 100.00%	75 24.83%	227 75.17%	302 100.00%
1985-86	7 7.37%	88 92.63%	95 100.00%	28 26.17%	79 73.83%	107 100.00%	33 36.67%	57 63.33%	90 100.00%	10 71.43%	4 28.57%	14 100.00%	78 25.49%	228 74.51%	306 100.00%
1986-87	10 9.62%	94 90.38%	104 100.00%	30 27.27%	80 72.73%	110 100.00%	33 39.76%	50 60.24%	83 100.00%	11 68.75%	5 31.25%	16 100.00%	84 26.84%	229 73.16%	313 100.00%
1987-88	11 10.38%	95 89.62%	106 100.00%	30 26.79%	82 73.21%	112 100.00%	36 41.38%	51 58.62%	87 100.00%	4 66.67%	2 33.33%	6 100.00%	81 26.05%	230 73.95%	311 100.00%
1988-89	13 11.40%	101 88.60%	114 100.00%	29 27.10%	78 72.90%	107 100.00%	35 42.17%	48 57.83%	83 100.00%	3 60.00%	2 40.00%	5 100.00%	80 25.89%	229 74.11%	309 100.00%
1989-90	13 11.50%	100 88.50%	113 100.00%	28 26.92%	76 73.08%	104 100.00%	40 44.44%	50 55.56%	90 100.00%	12 60.00%	8 40.00%	20 100.00%	93 28.44%	234 71.56%	327 100.00%
1990-91	16 14.95%	91 85.05%	107 100.00%	30 27.78%	78 72.22%	108 100.00%	40 43.01%	53 56.99%	93 100.00%	10 52.63%	9 47.37%	19 100.00%	96 29.36%	231 70.64%	327 100.00%
1991-92	16 14.55%	94 85.45%	110 100.00%	32 30.48%	73 69.52%	105 100.00%	45 48.39%	48 51.61%	93 100.00%	12 66.67%	6 33.33%	18 100.00%	105 32.21%	221 67.79%	326 100.00%
1992-93	20 18.18%	90 81.82%	110 100.00%	34 33.66%	67 66.34%	101 100.00%	52 52.00%	48 48.00%	100 100.00%	1 33.33%	2 66.67%	3 100.00%	107 34.08%	207 65.92%	314 100.00%
1993-94	20 17.09%	97 82.91%	117 100.00%	31 32.29%	65 67.71%	96 100.00%	52 53.61%	45 46.39%	97 100.00%	2 66.67%	1 33.33%	3 100.00%	105 33.55%	208 66.45%	313 100.00%
1994-95	19 17.27%	91 82.73%	110 100.00%	28 29.79%	66 70.21%	94 100.00%	56 54.90%	46 45.10%	102 100.00%	1 50.00%	1 50.00%	2 100.00%	104 33.77%	204 66.23%	308 100.00%

TABLE 2

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

Year	FEMALE Full Professor	FEMALE Total Faculty	FEMALE % Full Professor	MALE Full Professor	MALE Total Faculty	MALE % Full Professor
1974-75	7	64	10.94%	61	205	29.76%
1975-76	7	57	12.28%	66	215	30.70%
1976-77	6	65	9.23%	69	211	32.70%
1977-78	6	80	7.50%	82	228	35.96%
1978-79	6	66	9.09%	82	219	37.44%
1979-80	6	64	9.38%	85	235	36.17%
1980-81	8	68	11.76%	82	225	36.44%
1981-82	6	68	8.82%	84	218	38.53%
1982-83	8	62	12.90%	88	217	40.55%
1983-84	7	76	9.21%	89	223	39.91%
1984-85	7	75	9.33%	87	227	38.33%
1985-86	7	78	8.97%	88	228	38.60%
1986-87	10	84	11.90%	94	229	41.05%
1987-88	11	81	13.58%	95	230	41.30%
1988-89	13	80	16.25%	101	229	44.10%
1989-90	13	93	13.98%	100	234	42.74%
1990-91	16	96	16.67%	91	231	39.39%
1991-92	16	105	15.24%	94	221	42.53%
1992-93	20	107	18.69%	90	207	43.48%
1993-94	20	105	19.05%	97	208	46.63%
1994-95	19	104	18.27%	91	204	44.61%

Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

TABLE 3

Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex, 1974 - 1994

MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

Year	FEMALE RATIO (Undergraduate Female FTE to 1 Full-time Female Faculty)	MALE RATIO (Undergraduate Male FTE to 1 Full-time Male Faculty)
1974-75	42.21	9.80
1975-76	47.54	9.63
1976-77	42.03	9.93
1977-78	33.82	9.26
1978-79	41.17	9.46
1979-80	44.54	8.98
1980-81	41.91	10.15
1981-82	41.68	10.60
1982-83	47.44	11.10
1983-84	40.59	11.49
1984-85	40.58	11.10
1985-86	38.98	10.94
1986-87	38.93	10.72
1987-88	41.37	10.19
1988-89	44.09	10.10
1989-90	40.40	10.10
1990-91	39.29	10.22
1991-92	35.45	11.03
1992-93	34.61	12.01
1993-94	33.58	11.47
1994-95	34.56	11.91

TABLE 4

Student FTE Enrollment by Enrollment Status and Sex, 1974 - 1994

MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

Year	Graduate FTE			Undergraaduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%
1974	366	254	620	2701.5	2010	4711.5	3067.5	2264	5331.5
	59.03%	40.97%	100.00%	57.34%	42.66%	100.00%	57.54%	42.46%	100.00%
1975	332	277	609	2710	2069.5	4779.5	3042	2346.5	5388.5
	54.52%	45.48%	100.00%	56.70%	43.30%	100.00%	56.45%	43.55%	100.00%
1976	343.5	235	578.5	2732	2096	4828	3075.5	2331	5406.5
	59.38%	40.62%	100.00%	56.59%	43.41%	100.00%	56.89%	43.11%	100.00%
1977	337.5	186.5	524	2705.5	2110.5	4816	3043	2297	5340
	64.41%	35.59%	100.00%	56.18%	43.82%	100.00%	56.99%	43.01%	100.00%
1978	286.5	155.5	442	2717.5	2072.5	4790	3004	2228	5232
	64.82%	35.18%	100.00%	56.73%	43.27%	100.00%	57.42%	42.58%	100.00%
1979	261.5	120.5	382	2850.5	2110.5	4961	3112	2231	5343
	68.46%	31.54%	100.00%	57.46%	42.54%	100.00%	58.24%	41.76%	100.00%
1980	270.5	106	376.5	2850	2284	5134	3120.5	2390	5510.5
	71.85%	28.15%	100.00%	55.51%	44.49%	100.00%	56.63%	43.37%	100.00%
1981	198.5	104	302.5	2834.5	2310	5144.5	3033	2414	5447
	65.62%	34.38%	100.00%	55.10%	44.90%	100.00%	55.68%	44.32%	100.00%
1982	168	85.5	253.5	2941.5	2409.5	5351	3109.5	2495	5604.5
	66.27%	33.73%	100.00%	54.97%	45.03%	100.00%	55.48%	44.52%	100.00%
1983	178.5	83.5	262	3084.5	2563	5647.5	3263	2646.5	5909.5
	68.13%	31.87%	100.00%	54.62%	45.38%	100.00%	55.22%	44.78%	100.00%
1984	187	74	261	3043.5	2519	5562.5	3230.5	2593	5823.5
	71.65%	28.35%	100.00%	54.71%	45.29%	100.00%	55.47%	44.53%	100.00%
1985	203	62.5	265.5	2994.5	2494.5	5489	3197.5	2557	5754.5
	76.46%	23.54%	100.00%	54.55%	45.45%	100.00%	55.57%	44.43%	100.00%
1986	283.5	94	377.5	3270	2456	5726	3553.5	2550	6103.5
	75.10%	24.90%	100.00%	57.11%	42.89%	100.00%	58.22%	41.78%	100.00%
1987	323	113.5	436.5	3351	2344	5695	3674	2457.5	6131.5
	74.00%	26.00%	100.00%	58.84%	41.16%	100.00%	59.92%	40.08%	100.00%
1988	310.5	99.5	410	3527.5	2312.5	5840	3838	2412	6250
	75.73%	24.27%	100.00%	60.40%	39.60%	100.00%	61.41%	38.59%	100.00%
1989	344.5	114	458.5	3757	2364	6121	4101.5	2478	6579.5
	75.14%	24.86%	100.00%	61.38%	38.62%	100.00%	62.34%	37.66%	100.00%
1990	343	110.5	453.5	3771.5	2360	6131.5	4114.5	2470.5	6585
	75.63%	24.37%	100.00%	61.51%	38.49%	100.00%	62.48%	37.52%	100.00%
1991	332.5	109.5	442	3722.5	2438	6160.5	4055	2547.5	6602.5
	75.23%	24.77%	100.00%	60.43%	39.57%	100.00%	61.42%	38.58%	100.00%
1992	322	121	443	3703.5	2486.5	6190	4025.5	2607.5	6573
	72.69%	27.31%	100.00%	59.83%	40.17%	100.00%	61.24%	39.67%	100.00%
1993	309.5	102	411.5	3526	2386	5912	3835.5	2488	6323.5
	75.21%	24.79%	100.00%	59.64%	40.36%	100.00%	60.65%	39.35%	100.00%
1994	305.5	108.5	414	3594	2429.5	6023.5	3899.5	2538	6437.5
	73.79%	26.21%	100.00%	59.67%	40.33%	100.00%	60.57%	39.43%	100.00%

SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

TABLE 1

Distribution of Full-time Faculty within Professorial Ranks by Sex, 1974-1994

SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	6 8.22%	67 91.78%	73 100.00%	14 14.29%	84 85.71%	98 100.00%	24 22.64%	82 77.36%	106 100.00%	11 57.89%	8 42.11%	19 100.00%	55 18.58%	241 81.42%	296 100.00%
1975-76	6 8.00%	69 92.00%	75 100.00%	14 14.00%	86 86.00%	100 100.00%	13 14.44%	77 85.56%	90 100.00%	4 57.14%	3 42.86%	7 100.00%	37 13.60%	235 86.40%	272 100.00%
1976-77	6 7.50%	74 92.50%	80 100.00%	16 15.84%	85 84.16%	101 100.00%	12 16.22%	62 83.78%	74 100.00%	4 44.44%	5 55.56%	9 100.00%	38 14.39%	226 85.61%	264 100.00%
1977-78	5 5.56%	85 94.44%	90 100.00%	16 15.24%	89 84.76%	105 100.00%	10 14.29%	60 85.71%	70 100.00%	5 45.45%	6 54.55%	11 100.00%	36 13.04%	240 86.96%	276 100.00%
1978-79	5 5.21%	91 94.79%	96 100.00%	14 13.59%	89 86.41%	103 100.00%	9 14.06%	55 85.94%	64 100.00%	5 50.00%	5 50.00%	10 100.00%	33 12.09%	240 87.91%	273 100.00%
1979-80	5 5.05%	94 94.95%	99 100.00%	13 13.13%	86 86.87%	99 100.00%	12 16.67%	60 83.33%	72 100.00%	2 25.00%	6 75.00%	8 100.00%	32 11.51%	246 88.49%	278 100.00%
1980-81	5 4.95%	96 95.05%	101 100.00%	10 11.11%	80 88.89%	90 100.00%	15 21.13%	56 78.87%	71 100.00%	1 11.11%	8 88.89%	9 100.00%	31 11.44%	240 88.56%	271 100.00%
1981-82	4 3.74%	103 96.26%	107 100.00%	9 10.59%	76 89.41%	85 100.00%	14 21.21%	52 78.79%	66 100.00%	0 0.00%	7 100.00%	7 100.00%	27 10.19%	238 89.81%	265 100.00%
1982-83	4 3.54%	109 96.46%	113 100.00%	11 13.25%	72 86.75%	83 100.00%	13 19.40%	54 80.60%	67 100.00%	3 37.50%	5 62.50%	8 100.00%	31 11.44%	240 88.56%	271 100.00%
1983-84	5 4.27%	112 95.73%	117 100.00%	14 15.56%	76 84.44%	90 100.00%	18 27.27%	48 72.73%	66 100.00%	0 0.00%	2 100.00%	2 100.00%	37 13.45%	238 86.55%	275 100.00%

TABLE 1 (Continued)

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1984-85	6 5.08%	112 94.92%	118 100.00%	15 16.48%	76 83.52%	91 100.00%	19 32.76%	39 67.24%	58 100.00%	3 50.00%	3 50.00%	6 100.00%	43 15.75%	230 84.25%	273 100.00%
1985-86	7 5.79%	114 94.21%	121 100.00%	12 13.64%	76 86.36%	88 100.00%	19 32.76%	39 67.24%	58 100.00%	5 71.43%	2 28.57%	7 100.00%	43 15.69%	231 84.31%	274 100.00%
1986-87	7 5.51%	120 94.49%	127 100.00%	17 17.35%	81 82.65%	98 100.00%	26 36.62%	45 63.38%	71 100.00%	11 84.62%	2 15.38%	13 100.00%	61 19.74%	248 80.26%	309 100.00%
1987-88	7 5.51%	120 94.49%	127 100.00%	22 23.91%	70 76.09%	92 100.00%	21 35.59%	38 64.41%	59 100.00%	5 50.00%	5 50.00%	10 100.00%	55 19.10%	233 80.90%	288 100.00%
1988-89	10 7.04%	132 92.96%	142 100.00%	26 30.95%	58 69.05%	84 100.00%	28 37.84%	46 62.16%	74 100.00%	8 72.73%	3 27.27%	11 100.00%	72 23.15%	239 76.85%	311 100.00%
1989-90	14 9.15%	139 90.85%	153 100.00%	26 33.33%	52 66.67%	78 100.00%	23 40.35%	34 59.65%	57 100.00%	6 66.67%	3 33.33%	9 100.00%	69 23.23%	228 76.77%	297 100.00%
1990-91	17 10.76%	141 89.24%	158 100.00%	26 34.21%	50 65.79%	76 100.00%	24 40.00%	36 60.00%	60 100.00%	5 83.33%	1 16.67%	6 100.00%	72 24.00%	228 76.00%	300 100.00%
1991-92	17 10.56%	144 89.44%	161 100.00%	29 36.71%	50 63.29%	79 100.00%	19 37.25%	32 62.75%	51 100.00%	6 85.71%	1 14.29%	7 100.00%	71 23.83%	227 76.17%	298 100.00%
1992-93	16 10.74%	133 89.26%	149 100.00%	28 38.89%	44 61.11%	72 100.00%	28 43.08%	37 56.92%	65 100.00%	1 50.00%	1 50.00%	2 100.00%	73 25.35%	215 74.65%	288 100.00%
1993-94	16 10.88%	131 89.12%	147 100.00%	23 34.85%	43 65.15%	66 100.00%	34 43.59%	44 56.41%	78 100.00%	1 100.00%	0 0.00%	1 100.00%	74 25.34%	218 74.66%	292 100.00%
1994-95	18 12.59%	125 87.41%	143 100.00%	22 36.07%	39 63.93%	61 100.00%	39 41.49%	55 58.51%	94 100.00%	4 80.00%	1 20.00%	5 100.00%	83 27.39%	220 72.61%	303 100.00%

TABLE 2

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-75	6	55	10.91%	67	241	27.80%
1975-76	6	37	16.22%	69	235	29.36%
1976-77	6	38	15.79%	74	226	32.74%
1977-78	5	36	13.89%	85	240	35.42%
1978-79	5	33	15.15%	91	240	37.92%
1979-80	5	32	15.63%	94	246	38.21%
1980-81	5	31	16.13%	96	240	40.00%
1981-82	4	27	14.81%	103	238	43.28%
1982-83	4	31	12.90%	109	240	45.42%
1983-84	5	37	13.51%	112	238	47.06%
1984-85	6	43	13.95%	112	230	48.70%
1985-86	7	43	16.28%	114	231	49.35%
1986-87	7	61	11.48%	120	248	48.39%
1987-88	7	55	12.73%	120	233	51.50%
1988-89	10	72	13.89%	132	239	55.23%
1989-90	14	69	20.29%	139	228	60.96%
1990-91	17	72	23.61%	141	228	61.84%
1991-92	17	71	23.94%	144	227	63.44%
1992-93	16	73	21.92%	133	215	61.86%
1993-94	16	74	21.62%	131	218	60.09%
1994-95	18	83	21.69%	125	220	56.82%

Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

TABLE 3

Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex, 1974 - 1994

SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

Year	FEMALE RATIO (Undergraduate Female FTE to 1 Full-time Female Faculty)	MALE RATIO (Undergraduate Male FTE to 1 Full-time Male Faculty)
1974-75	39.39	8.70
1975-76	56.24	9.21
1976-77	59.84	10.20
1977-78	63.90	9.38
1978-79	71.24	9.20
1979-80	75.97	8.92
1980-81	79.90	9.16
1981-82	93.02	9.00
1982-83	82.71	8.82
1983-84	68.41	9.22
1984-85	59.86	9.91
1985-86	60.49	10.19
1986-87	43.33	9.82
1987-88	49.67	10.29
1988-89	38.72	9.98
1989-90	42.07	10.41
1990-91	40.89	10.58
1991-92	42.38	10.98
1992-93	40.38	11.72
1993-94	38.92	11.64
1994-95	34.88	11.53

TABLE 4

Student FTE Enrollment by Enrollment Status and Sex, 1974 - 1994

SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%
1974	389.5	368	757.5	2166.5	2096.5	4263	2556	2464.5	5020.5
	51.42%	48.58%	100.00%	50.82%	49.18%	100.00%	50.91%	49.09%	100.00%
1975	376.5	352.5	729	2081	2164	4245	2457.5	2516.5	4974
	51.65%	48.35%	100.00%	49.02%	50.98%	100.00%	49.41%	50.59%	100.00%
1976	336.5	343	679.5	2274	2305	4579	2610.5	2648	5258.5
	49.52%	50.48%	100.00%	49.66%	50.34%	100.00%	49.64%	50.36%	100.00%
1977	348.5	352	700.5	2300.5	2250.5	4551	2649	2602.5	5251.5
	49.75%	50.25%	100.00%	50.55%	49.45%	100.00%	50.44%	49.56%	100.00%
1978	326	298	624	2351	2207.5	4558.5	2677	2505.5	5182.5
	52.24%	47.76%	100.00%	51.57%	48.43%	100.00%	51.65%	48.35%	100.00%
1979	309.5	308	617.5	2431	2193.5	4624.5	2740.5	2501.5	5242
	50.12%	49.88%	100.00%	52.57%	47.43%	100.00%	52.28%	47.72%	100.00%
1980	317	317.5	634.5	2477	2199.5	4676.5	2794	2517	5311
	49.96%	50.04%	100.00%	52.97%	47.03%	100.00%	52.61%	47.39%	100.00%
1981	303	284	587	2511.5	2143	4654.5	2814.5	2427	5241.5
	51.62%	48.38%	100.00%	53.96%	46.04%	100.00%	53.70%	46.30%	100.00%
1982	264.5	323.5	588	2564	2117.5	4681.5	2828.5	2441	5269.5
	44.98%	55.02%	100.00%	54.77%	45.23%	100.00%	53.68%	46.32%	100.00%
1983	308	380.5	688.5	2531	2194	4725	2839	2574.5	5413.5
	44.73%	55.27%	100.00%	53.57%	46.43%	100.00%	52.44%	47.56%	100.00%
1984	312.5	344.5	657	2574	2279.5	4853.5	2886.5	2624	5510.5
	47.56%	52.44%	100.00%	53.03%	46.97%	100.00%	52.38%	47.62%	100.00%
1985	327	312	639	2601	2354.5	4955.5	2928	2666.5	5594.5
	51.17%	48.83%	100.00%	52.49%	47.51%	100.00%	52.34%	47.66%	100.00%
1986	381.5	302.5	684	2643	2434.5	5077.5	3024.5	2737	5761.5
	55.77%	44.23%	100.00%	52.05%	47.95%	100.00%	52.50%	47.50%	100.00%
1987	377.5	281.5	659	2732	2396.5	5128.5	3109.5	2678	5787.5
	57.28%	42.72%	100.00%	53.27%	46.73%	100.00%	53.73%	46.27%	100.00%
1988	354.5	252.5	607	2787.5	2385	5172.5	3142	2637.5	5779.5
	58.40%	41.60%	100.00%	53.89%	46.11%	100.00%	54.36%	45.64%	100.00%
1989	364	268.5	632.5	2903	2372.5	5275.5	3267	2641	5908
	57.55%	42.45%	100.00%	55.03%	44.97%	100.00%	55.30%	44.70%	100.00%
1990	363.5	266.5	630	2944	2412.5	5356.5	3307.5	2679	5986.5
	57.70%	42.30%	100.00%	54.96%	45.04%	100.00%	55.25%	44.75%	100.00%
1991	353	264.5	617.5	3009	2492	5501	3362	2756.5	6118.5
	57.17%	42.83%	100.00%	54.70%	45.30%	100.00%	54.95%	45.05%	100.00%
1992	355.5	286	641.5	2948	2519.5	5467.5	3303.5	2805.5	6060
	55.42%	44.58%	100.00%	53.92%	46.08%	100.00%	54.51%	46.30%	100.00%
1993	315.5	276.5	592	2880	2538	5418	3195.5	2814.5	6010
	53.29%	46.71%	100.00%	53.16%	46.84%	100.00%	53.17%	46.83%	100.00%
1994	350.5	272.5	623	2895	2537.5	5432.5	3245.5	2810	6055.5
	56.26%	43.74%	100.00%	53.29%	46.71%	100.00%	53.60%	46.40%	100.00%

SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

TABLE 1

Distribution of Full-time Faculty within Professorial Ranks by Sex, 1974-1994

SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1974-75	7 8.54%	75 91.46%	82 100.00%	18 17.48%	85 82.52%	103 100.00%	28 28.57%	70 71.43%	98 100.00%	13 68.42%	6 31.58%	19 100.00%	66 21.85%	236 78.15%	302 100.00%
1975-76	8 8.60%	85 91.40%	93 100.00%	18 17.65%	84 82.35%	102 100.00%	27 32.14%	57 67.86%	84 100.00%	19 65.52%	10 34.48%	29 100.00%	72 23.38%	236 76.62%	308 100.00%
1976-77	8 8.00%	92 92.00%	100 100.00%	19 18.10%	86 81.90%	105 100.00%	30 38.46%	48 61.54%	78 100.00%	19 59.38%	13 40.63%	32 100.00%	76 24.13%	239 75.87%	315 100.00%
1977-78	9 8.74%	94 91.26%	103 100.00%	20 18.69%	87 81.31%	107 100.00%	26 38.81%	41 61.19%	67 100.00%	18 69.23%	8 30.77%	26 100.00%	73 24.09%	230 75.91%	303 100.00%
1978-79	8 7.62%	97 92.38%	105 100.00%	20 19.42%	83 80.58%	103 100.00%	30 41.67%	42 58.33%	72 100.00%	18 64.29%	10 35.71%	28 100.00%	76 24.68%	232 75.32%	308 100.00%
1979-80	11 9.82%	101 90.18%	112 100.00%	18 18.56%	79 81.44%	97 100.00%	30 42.25%	41 57.75%	71 100.00%	20 64.52%	11 35.48%	31 100.00%	79 25.40%	232 74.60%	311 100.00%
1980-81	17 13.93%	105 86.07%	122 100.00%	14 15.38%	77 84.62%	91 100.00%	30 45.45%	36 54.55%	66 100.00%	17 62.96%	10 37.04%	27 100.00%	78 25.49%	228 74.51%	306 100.00%
1981-82	17 13.39%	110 86.61%	127 100.00%	18 18.95%	77 81.05%	95 100.00%	29 41.43%	41 58.57%	70 100.00%	17 62.96%	10 37.04%	27 100.00%	81 25.39%	238 74.61%	319 100.00%
1982-83	17 13.28%	111 86.72%	128 100.00%	19 21.35%	70 78.65%	89 100.00%	29 41.43%	41 58.57%	70 100.00%	14 60.87%	9 39.13%	23 100.00%	79 25.48%	231 74.52%	310 100.00%
1983-84	16 12.31%	114 87.69%	130 100.00%	19 22.35%	66 77.65%	85 100.00%	29 38.67%	46 61.33%	75 100.00%	12 48.00%	13 52.00%	25 100.00%	76 24.13%	239 75.87%	315 100.00%

TABLE 1 (Continued)

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1984-85	17 12.78%	116 87.22%	133 100.00%	18 21.95%	64 78.05%	82 100.00%	34 40.96%	49 59.04%	83 100.00%	10 43.48%	13 56.52%	23 100.00%	79 24.61%	242 75.39%	321 100.00%
1985-86	17 12.88%	115 87.12%	132 100.00%	19 22.89%	64 77.11%	83 100.00%	34 39.08%	53 60.92	87 100.00%	14 50.00%	14 50.00%	28 100.00%	84 25.45%	246 74.55%	330 100.00%
1986-87	18 13.53%	115 86.47%	133 100.00%	21 25.61%	61 74.39%	82 100.00%	40 42.11%	55 57.89%	95 100.00%	19 50.00%	19 50.00%	38 100.00%	98 28.16%	250 71.84%	348 100.00%
1987-88	18 13.33%	117 86.67%	135 100.00%	20 25.00%	60 75.00%	80 100.00%	47 48.45%	50 51.55%	97 100.00%	16 51.61%	15 48.39%	31 100.00%	101 29.45%	242 70.55%	343 100.00%
1988-89	20 14.81%	115 85.19%	135 100.00%	22 25.88%	63 74.12%	85 100.00%	52 45.22%	63 57.48%	115 100.00%	22 70.87%	9 29.03%	31 100.00%	116 31.69%	250 68.31%	366 100.00%
1989-90	19 14.50%	112 85.50%	131 100.00%	24 25.81%	69 74.19%	93 100.00%	47 43.52%	61 56.48%	108 100.00%	16 69.57%	7 30.43%	23 100.00%	106 29.86%	249 70.14%	355 100.00%
1990-91	18 14.17%	109 85.83%	127 100.00%	26 28.57%	65 71.43%	91 100.00%	55 46.22%	64 53.78%	119 100.00%	18 69.23%	8 30.77%	26 100.00%	117 32.23%	246 67.77%	363 100.00%
1991-92	19 15.32%	105 84.68%	124 100.00%	36 34.62%	68 65.38%	104 100.00%	57 45.60%	68 54.40%	125 100.00%	10 71.43%	4 28.57%	14 100.00%	122 33.24%	245 66.76%	367 100.00%
1992-93	21 16.80%	104 83.20%	125 100.00%	39 39.00%	61 61.00%	100 100.00%	59 44.36%	74 55.64%	133 100.00%	13 65.00%	7 35.00%	20 100.00%	132 34.92%	246 65.08%	378 100.00%
1993-94	21 16.67%	105 83.33%	126 100.00%	43 41.35%	61 58.65%	104 100.00%	65 47.45%	72 52.55%	137 100.00%	6 54.55%	5 45.45%	11 100.00%	135 35.71%	243 64.29%	378 100.00%
1994-95	22 17.74%	102 82.26%	124 100.00%	47 43.12%	62 56.88%	109 100.00%	64 47.76%	70 52.24%	134 100.00%	8 88.89%	1 11.11%	9 100.00%	141 37.50%	235 62.50%	376 100.00%

139

TABLE 2

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

Year	FEMALE Full Professor	FEMALE Total Faculty	FEMALE % Full Professor	MALE Full Professor	MALE Total Faculty	MALE % Full Professor
1974-75	7	66	10.61%	75	236	31.78%
1975-76	8	72	11.11%	85	236	36.02%
1976-77	8	76	10.53%	92	239	38.49%
1977-78	9	73	12.33%	94	230	40.87%
1978-79	8	76	10.53%	97	232	41.81%
1979-80	11	79	13.92%	101	232	43.53%
1980-81	17	78	21.79%	105	228	46.05%
1981-82	17	81	20.99%	110	238	46.22%
1982-83	17	79	21.52%	111	231	48.05%
1983-84	16	76	21.05%	114	239	47.70%
1984-85	17	79	21.52%	116	242	47.93%
1985-86	17	84	20.24%	115	246	46.75%
1986-87	18	98	18.37%	115	250	46.00%
1987-88	18	101	17.82%	117	242	48.35%
1988-89	20	116	17.24%	115	250	46.00%
1989-90	19	106	17.92%	112	249	44.98%
1990-91	18	117	15.38%	109	246	44.31%
1991-92	19	122	15.57%	105	245	42.86%
1992-93	21	132	15.91%	104	246	42.28%
1993-94	21	135	15.56%	105	243	43.21%
1994-95	22	141	15.60%	102	235	43.40%

Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

TABLE 3

Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex, 1974 - 1994

SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

Year	FEMALE RATIO (Undergraduate Female FTE to 1 Full-time Female Faculty)	MALE RATIO (Undergraduate Male FTE to 1 Full-time Male Faculty)
1974-75	48.24	9.77
1975-76	42.85	10.62
1976-77	39.36	10.46
1977-78	39.34	10.55
1978-79	35.14	10.34
1979-80	32.21	10.27
1980-81	33.26	10.49
1981-82	32.63	10.22
1982-83	33.32	10.87
1983-84	36.22	11.28
1984-85	36.22	11.57
1985-86	34.26	11.23
1986-87	29.22	10.76
1987-88	30.91	11.82
1988-89	29.72	11.59
1989-90	33.03	11.77
1990-91	30.92	12.05
1991-92	30.05	11.88
1992-93	27.36	11.83
1993-94	26.59	11.74
1994-95	24.79	11.95

TABLE 4

Student FTE Enrollment
by Enrollment Status and Sex, 1974 - 1994

SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%
1974	215	146	361	3184	2306.5	5490.5	3399	2452.5	5851.5
	59.56%	40.44%	100.00%	57.99%	42.01%	100.00%	58.09%	41.91%	100.00%
1975	188.5	149	337.5	3085.5	2507	5592.5	3274	2656	5930
	55.85%	44.15%	100.00%	55.17%	44.83%	100.00%	55.21%	44.79%	100.00%
1976	203	126.5	329.5	2991	2500.5	5491.5	3194	2627	5821
	61.61%	38.39%	100.00%	54.47%	45.53%	100.00%	54.87%	45.13%	100.00%
1977	201	125.5	326.5	2872	2427.5	5299.5	3073	2553	5626
	61.56%	38.44%	100.00%	54.19%	45.81%	100.00%	54.62%	45.38%	100.00%
1978	217.5	112	329.5	2671	2398.5	5069.5	2888.5	2510.5	5399
	66.01%	33.99%	100.00%	52.69%	47.31%	100.00%	53.50%	46.50%	100.00%
1979	231.5	104	335.5	2545	2383	4928	2776.5	2487	5263.5
	69.00%	31.00%	100.00%	51.64%	48.36%	100.00%	52.75%	47.25%	100.00%
1980	206.5	97	303.5	2594.5	2391	4985.5	2801	2488	5289
	68.04%	31.96%	100.00%	52.04%	47.96%	100.00%	52.96%	47.04%	100.00%
1981	178	93	271	2643	2432.5	5075.5	2821	2525.5	5346.5
	65.68%	34.32%	100.00%	52.07%	47.93%	100.00%	52.76%	47.24%	100.00%
1982	158.5	83	241.5	2632	2511.5	5143.5	2790.5	2594.5	5385
	65.63%	34.37%	100.00%	51.17%	48.83%	100.00%	51.82%	48.18%	100.00%
1983	163.5	109	272.5	2753	2696	5449	2916.5	2805	5721.5
	60.00%	40.00%	100.00%	50.52%	49.48%	100.00%	50.97%	49.03%	100.00%
1984	191	119	310	2861.5	2799	5660.5	3052.5	2918	5970.5
	61.61%	38.39%	100.00%	50.55%	49.45%	100.00%	51.13%	48.87%	100.00%
1985	191.5	120.5	312	2877.5	2761.5	5639	3069	2882	5951
	61.38%	38.62%	100.00%	51.03%	48.97%	100.00%	51.57%	48.43%	100.00%
1986	290.5	169	459.5	2863.5	2690.5	5554	3154	2859.5	6013.5
	63.22%	36.78%	100.00%	51.56%	48.44%	100.00%	52.45%	47.55%	100.00%
1987	199.5	100.5	300	3121.5	2861	5982.5	3321	2961.5	6282.5
	66.50%	33.50%	100.00%	52.18%	47.82%	100.00%	52.86%	47.14%	100.00%
1988	218.5	129	347.5	3448	2898	6346	3666.5	3027	6693.5
	62.88%	37.12%	100.00%	54.33%	45.67%	100.00%	54.78%	45.22%	100.00%
1989	263	155	418	3501.5	2931	6432.5	3764.5	3086	6850.5
	62.92%	37.08%	100.00%	54.43%	45.57%	100.00%	54.95%	45.05%	100.00%
1990	315	192	507	3618	2964	6582	3933	3156	7089
	62.13%	37.87%	100.00%	54.97%	45.03%	100.00%	55.48%	44.52%	100.00%
1991	341.5	184	525.5	3666.5	2909.5	6576	4008	3093.5	7101.5
	64.99%	35.01%	100.00%	55.76%	44.24%	100.00%	56.44%	43.56%	100.00%
1992	349	181	530	3612	2910	6522	3961	3091	7054.5
	65.85%	34.15%	100.00%	55.38%	44.62%	100.00%	56.15%	43.82%	100.00%
1993	337.5	189	526.5	3589	2853	6442	3926.5	3042	6968.5
	64.10%	35.90%	100.00%	55.71%	44.29%	100.00%	56.35%	43.65%	100.00%
1994	360.5	183	543.5	3496	2808	6304	3856.5	2991	6847.5
	66.33%	33.67%	100.00%	55.46%	44.54%	100.00%	56.32%	43.68%	100.00%

WEST CHESTER UNIVERSITY OF PENNSYLVANIA

143 .W3

TABLE 1

Distribution of Full-time Faculty within Professorial Ranks by Sex, 1974-1994

WEST CHESTER UNIVERSITY OF PENNSYLVANIA

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
1974-75	26	129	155	49	149	198	29	56	85	14	10	24	118	344	462
	16.77%	83.23%	100.00%	24.75%	75.25%	100.00%	34.12%	65.88%	100.00%	58.33%	41.67%	100.00%	25.54%	74.46%	100.00%
1975-76	24	111	135	52	149	201	40	48	88	17	13	30	133	321	454
	17.78%	82.22%	100.00%	25.87%	74.13%	100.00%	45.45%	54.55%	100.00%	56.67%	43.33%	100.00%	29.30%	70.70%	100.00%
1976-77	24	110	134	42	142	184	44	62	106	28	14	42	138	328	466
	17.91%	82.09%	100.00%	22.83%	77.17%	100.00%	41.51%	58.49%	100.00%	66.67%	33.33%	100.00%	29.61%	70.39%	100.00%
1977-78	26	118	144	42	152	194	48	57	105	10	9	19	126	336	462
	18.06%	81.94%	100.00%	21.65%	78.35%	100.00%	45.71%	54.29%	100.00%	52.63%	47.37%	100.00%	27.27%	72.73%	100.00%
1978-79	21	117	138	44	152	196	41	65	106	19	10	29	125	344	469
	15.22%	84.78%	100.00%	22.45%	77.55%	100.00%	38.68%	61.32%	100.00%	65.52%	34.48%	100.00%	26.65%	73.35%	100.00%
1979-80	22	118	140	45	147	192	49	60	109	18	9	27	134	334	468
	15.71%	84.29%	100.00%	23.44%	76.56%	100.00%	44.95%	55.05%	100.00%	66.67%	33.33%	100.00%	28.63%	71.37%	100.00%
1980-81	24	120	144	45	140	185	49	66	115	18	15	33	136	341	477
	16.67%	83.33%	100.00%	24.32%	75.68%	100.00%	42.61%	57.39%	100.00%	54.55%	45.45%	100.00%	28.51%	71.49%	100.00%
1981-82	20	118	138	48	142	190	51	63	114	14	8	22	133	331	464
	14.49%	85.51%	100.00%	25.26%	74.74%	100.00%	44.74%	55.26%	100.00%	63.64%	36.36%	100.00%	28.66%	71.34%	100.00%
1982-83	21	121	142	47	134	181	50	66	116	12	11	23	130	332	462
	14.79%	85.21%	100.00%	25.97%	74.03%	100.00%	43.10%	56.90%	100.00%	52.17%	47.83%	100.00%	28.14%	71.86%	100.00%
1983-84	22	121	143	45	140	185	53	59	112	11	6	17	131	326	457
	15.38%	84.62%	100.00%	24.32%	75.68%	100.00%	47.32%	52.68%	100.00%	64.71%	35.29%	100.00%	28.67%	71.33%	100.00%

TABLE 1 (Continued)

Year	PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			TOTAL		
	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %	Female %	Male %	Total %
1984-85	22 15.49%	120 84.51%	142 100.00%	43 23.37%	141 76.63%	184 100.00%	52 50.00%	52 50.00%	104 100.00%	9 64.29%	5 35.71%	14 100.00%	126 28.38%	318 71.62%	444 100.00%
1985-86	23 16.20%	119 83.80%	142 100.00%	39 22.03%	138 77.97%	177 100.00%	51 45.95%	60 54.05%	111 100.00%	8 57.14%	6 42.86%	14 100.00%	121 27.25%	323 72.75%	444 100.00%
1986-87	25 16.78%	124 83.22%	149 100.00%	40 23.12%	133 76.88%	173 100.00%	55 45.83%	65 54.17%	120 100.00%	27 49.09%	28 50.91%	55 100.00%	147 29.58%	350 70.42%	497 100.00%
1987-88	22 15.94%	116 84.06%	138 100.00%	42 24.42%	130 75.58%	172 100.00%	60 49.59%	61 50.41%	121 100.00%	5 45.45%	6 54.55%	11 100.00%	129 29.19%	313 70.81%	442 100.00%
1988-89	24 16.90%	118 83.10%	142 100.00%	44 25.29%	130 74.71%	174 100.00%	66 49.62%	67 50.38%	133 100.00%	17 54.84%	14 45.16%	31 100.00%	151 31.46%	329 68.54%	480 100.00%
1989-90	29 18.83%	125 81.17%	154 100.00%	37 22.98%	124 77.02%	161 100.00%	57 40.43%	84 59.57%	141 100.00%	3 33.33%	6 66.67%	9 100.00%	126 27.10%	339 72.90%	465 100.00%
1990-91	27 18.12%	122 81.88%	149 100.00%	47 28.66%	117 71.34%	164 100.00%	76 49.35%	78 50.65%	154 100.00%	4 50.00%	4 50.00%	8 100.00%	154 32.42%	321 67.58%	475 100.00%
1991-92	29 19.33%	121 80.67%	150 100.00%	47 29.19%	114 70.81%	161 100.00%	90 52.63%	81 47.37%	171 100.00%	5 55.56%	4 44.44%	9 100.00%	171 34.83%	320 65.17%	491 100.00%
1992-93	23 17.29%	110 82.71%	133 100.00%	52 31.52%	113 68.48%	165 100.00%	95 51.63%	89 48.37%	184 100.00%	7 53.85%	6 46.15%	13 100.00%	177 35.76%	318 64.24%	495 100.00%
1993-94	27 19.85%	109 80.15%	136 100.00%	51 31.29%	112 68.71%	163 100.00%	95 53.98%	81 46.02%	176 100.00%	5 62.50%	3 37.50%	8 100.00%	178 35.85%	305 63.15%	483 100.00%
1994-95	29 21.17%	108 78.83%	137 100.00%	54 32.14%	114 67.86%	168 100.00%	84 50.30%	83 49.70%	167 100.00%	6 66.67%	3 33.33%	9 100.00%	173 35.97%	308 64.03%	481 100.00%

TABLE 2

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

WEST CHESTER UNIVERSITY OF PENNSYLVANIA

	FEMALE			MALE		
Year	Full Professor	Total Faculty	% Full Professor	Full Professor	Total Faculty	% Full Professor
1974-75	26	118	22.03%	129	344	37.50%
1975-76	24	133	18.05%	111	321	34.58%
1976-77	24	138	17.39%	110	328	33.54%
1977-78	26	126	20.63%	118	336	35.12%
1978-79	21	125	16.80%	117	344	34.01%
1979-80	22	134	16.42%	118	334	35.33%
1980-81	24	136	17.65%	120	341	35.19%
1981-82	20	133	15.04%	118	331	35.65%
1982-83	21	130	16.15%	121	332	36.45%
1983-84	22	131	16.79%	121	326	37.12%
1984-85	22	126	17.46%	120	318	37.74%
1985-86	23	121	19.01%	119	323	36.84%
1986-87	25	147	17.01%	124	350	35.43%
1987-88	22	129	17.05%	116	313	37.06%
1988-89	24	151	15.89%	118	329	35.87%
1989-90	29	126	23.02%	125	339	36.87%
1990-91	27	154	17.53%	122	321	38.01%
1991-92	29	171	16.96%	121	320	37.81%
1992-93	23	177	12.99%	110	318	34.59%
1993-94	27	178	15.17%	109	305	35.74%
1994-95	29	173	16.76%	108	308	35.06%

Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

TABLE 3

Ratio of Undergraduate Student FTE Enrollment To Full-time Total Faculty by Sex, 1974 - 1994

WEST CHESTER UNIVERSITY OF PENNSYLVANIA

Year	FEMALE RATIO (Undergraduate Female FTE to 1 Full-time Female Faculty)	MALE RATIO (Undergraduate Male FTE to 1 Full-time Male Faculty)
1974-75	31.19	7.23
1975-76	29.60	8.85
1976-77	28.32	8.58
1977-78	30.55	8.24
1978-79	30.38	7.73
1979-80	28.79	8.09
1980-81	29.91	8.19
1981-82	31.48	9.19
1982-83	34.36	9.61
1983-84	32.58	10.00
1984-85	32.73	10.09
1985-86	35.85	10.48
1986-87	30.81	9.61
1987-88	38.75	11.35
1988-89	33.64	10.92
1989-90	41.31	10.56
1990-91	35.05	11.01
1991-92	31.99	10.88
1992-93	30.47	10.72
1993-94	28.92	11.00
1994-95	28.88	11.09

TABLE 4

Student FTE Enrollment
by Enrollment Status and Sex, 1974 - 1994

WEST CHESTER UNIVERSITY OF PENNSYLVANIA

Year	Graduate FTE			Undergraduate FTE			Total Student FTE		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
	%	%	%	%	%	%	%	%	%
1974	532.5	415	947.5	3680.5	2485.5	6166	4213	2900.5	7113.5
	56.20%	43.80%	100.00%	59.69%	40.31%	100.00%	59.23%	40.77%	100.00%
1975	549.5	448.5	998	3937	2841	6778	4486.5	3289.5	7776
	55.06%	44.94%	100.00%	58.08%	41.92%	100.00%	57.70%	42.30%	100.00%
1976	525.5	405.5	931	3907.5	2814	6721.5	4433	3219.5	7652.5
	56.44%	43.56%	100.00%	58.13%	41.87%	100.00%	57.93%	42.07%	100.00%
1977	435.5	301.5	737	3849.5	2768.5	6618	4285	3070	7355
	59.09%	40.91%	100.00%	58.17%	41.83%	100.00%	58.26%	41.74%	100.00%
1978	441	290.5	731.5	3798	2657.5	6455.5	4239	2948	7187
	60.29%	39.71%	100.00%	58.83%	41.17%	100.00%	58.98%	41.02%	100.00%
1979	447.5	271.5	719	3857.5	2703.5	6561	4305	2975	7280
	62.24%	37.76%	100.00%	58.79%	41.21%	100.00%	59.13%	40.87%	100.00%
1980	413	259.5	672.5	4068	2793.5	6861.5	4481	3053	7534
	61.41%	38.59%	100.00%	59.29%	40.71%	100.00%	59.48%	40.52%	100.00%
1981	440	242	682	4187.5	3042.5	7230	4627.5	3284.5	7912
	64.52%	35.48%	100.00%	57.92%	42.08%	100.00%	58.49%	41.51%	100.00%
1982	420.5	237.5	658	4467	3189.5	7656.5	4887.5	3427	8314.5
	63.91%	36.09%	100.00%	58.34%	41.66%	100.00%	58.78%	41.22%	100.00%
1983	423.5	242.5	666	4268.5	3260	7528.5	4692	3502.5	8194.5
	63.59%	36.41%	100.00%	56.70%	43.30%	100.00%	57.26%	42.74%	100.00%
1984	448.5	287	735.5	4124.5	3208.5	7333	4573	3495.5	8068.5
	60.98%	39.02%	100.00%	56.25%	43.75%	100.00%	56.68%	43.32%	100.00%
1985	489	298.5	787.5	4337.5	3384	7721.5	4826.5	3682.5	8509
	62.10%	37.90%	100.00%	56.17%	43.83%	100.00%	56.72%	43.28%	100.00%
1986	595.5	312.5	908	4528.5	3363.5	7892	5124	3676	8800
	65.58%	34.42%	100.00%	57.38%	42.62%	100.00%	58.23%	41.77%	100.00%
1987	651.5	334.5	986	4999	3554	8553	5650.5	3888.5	9539
	66.08%	33.92%	100.00%	58.45%	41.55%	100.00%	59.24%	40.76%	100.00%
1988	665	332	997	5080	3593.5	8673.5	5745	3925.5	9670.5
	66.70%	33.30%	100.00%	58.57%	41.43%	100.00%	59.41%	40.59%	100.00%
1989	723	364	1087	5205.5	3580	8785.5	5928.5	3944	9872.5
	66.51%	33.49%	100.00%	59.25%	40.75%	100.00%	60.05%	39.95%	100.00%
1990	811.5	423	1234.5	5397.5	3534	8931.5	6209	3957	10166
	65.74%	34.26%	100.00%	60.43%	39.57%	100.00%	61.08%	38.92%	100.00%
1991	801	427.5	1228.5	5470.5	3480	8950.5	6271.5	3907.5	10179
	65.20%	34.80%	100.00%	61.12%	38.88%	100.00%	61.61%	38.39%	100.00%
1992	816.5	409	1225.5	5392.5	3410.5	8803	6209	3819.5	10116.5
	66.63%	33.37%	100.00%	61.26%	38.74%	100.00%	61.37%	37.76%	100.00%
1993	795	410	1205	5147	3355	8502	5942	3765	9707
	65.98%	34.02%	100.00%	60.54%	39.46%	100.00%	61.21%	38.79%	100.00%
1994	773	364	1137	4996.5	3416.5	8413	5769.5	3780.5	9550
	67.99%	32.01%	100.00%	59.39%	40.61%	100.00%	60.41%	39.59%	100.00%

Appendix B

Figures 1 - 9
for each of the 14
State System
of Higher Education Universities

Appendix B
TABLE OF CONTENTS BY UNIVERSITY

	pages
Bloomsburg University of Pennsylvania	153 - 158
California University of Pennsylvania	159 - 164
Cheyney University of Pennsylvania	165 - 170
Clarion University of Pennsylvania	171 - 176
East Stroudsburg University of Pennsylvania	177 - 182
Edinboro University of Pennsylvania	183 - 188
Indiana University of Pennsylvania	189 - 194
Kutztown University of Pennsylvania	195 - 200
Lock Haven University of Pennsylvania	201 - 206
Mansfield University of Pennsylvania	207 - 212
Millersville University of Pennsylvania	213 - 218
Shippensburg University of Pennsylvania	219 - 224
Slippery Rock University of Pennsylvania	225 - 230
West Chester University of Pennsylvania	231 - 236

Appendix B
TABLE OF FIGURES BY UNIVERSITY

FIGURE 1 Full-time Total Faculty by Sex 1974-1994

	pages
Bloomsburg University of Pennsylvania	153
California University of Pennsylvania	159
Cheyney University of Pennsylvania	165
Clarion University of Pennsylvania	171
East Stroudsburg University of Pennsylvania	177
Edinboro University of Pennsylvania	183
Indiana University of Pennsylvania	189
Kutztown University of Pennsylvania	195
Lock Haven University of Pennsylvania	201
Mansfield University of Pennsylvania	207
Millersville University of Pennsylvania	213
Shippensburg University of Pennsylvania	219
Slippery Rock University of Pennsylvania	225
West Chester University of Pennsylvania	231

FIGURE 2 Full-time Professor by Sex 1974-1994

	pages
Bloomsburg University of Pennsylvania	154
California University of Pennsylvania	160
Cheyney University of Pennsylvania	166
Clarion University of Pennsylvania	172
East Stroudsburg University of Pennsylvania	178
Edinboro University of Pennsylvania	184
Indiana University of Pennsylvania	190
Kutztown University of Pennsylvania	196
Lock Haven University of Pennsylvania	202
Mansfield University of Pennsylvania	208
Millersville University of Pennsylvania	214
Shippensburg University of Pennsylvania	220
Slippery Rock University of Pennsylvania	226
West Chester University of Pennsylvania	232

FIGURE 3 Full-time Associate Professor by Sex 1974-1994

	pages
Bloomsburg University of Pennsylvania	154
California University of Pennsylvania	160
Cheyney University of Pennsylvania	166
Clarion University of Pennsylvania	172
East Stroudsburg University of Pennsylvania	178
Edinboro University of Pennsylvania	184
Indiana University of Pennsylvania	190
Kutztown University of Pennsylvania	196
Lock Haven University of Pennsylvania	202
Mansfield University of Pennsylvania	208
Millersville University of Pennsylvania	214
Shippensburg University of Pennsylvania	220
Slippery Rock University of Pennsylvania	226
West Chester University of Pennsylvania	232

FIGURE 4 Full-time Assistant Professor by Sex 1974-1994

	pages
Bloomsburg University of Pennsylvania	155
California University of Pennsylvania	161
Cheyney University of Pennsylvania	167
Clarion University of Pennsylvania	173
East Stroudsburg University of Pennsylvania	179
Edinboro University of Pennsylvania	185
Indiana University of Pennsylvania	191
Kutztown University of Pennsylvania	197
Lock Haven University of Pennsylvania	203
Mansfield University of Pennsylvania	209
Millersville University of Pennsylvania	215
Shippensburg University of Pennsylvania	221
Slippery Rock University of Pennsylvania	227
West Chester University of Pennsylvania	233

202

FIGURE 5 Full-time Instructor by Sex 1974-1994

pages

Bloomsburg University of Pennsylvania 155
California University of Pennsylvania 161
Cheyney University of Pennsylvania 167
Clarion University of Pennsylvania 173
East Stroudsburg University of Pennsylvania 179
Edinboro University of Pennsylvania 185
Indiana University of Pennsylvania 191
Kutztown University of Pennsylvania 197
Lock Haven University of Pennsylvania 203
Mansfield University of Pennsylvania 209
Millersville University of Pennsylvania 215
Shippensburg University of Pennsylvania 221
Slippery Rock University of Pennsylvania 227
West Chester University of Pennsylvania 233

FIGURE 6 Full-time Total Faculty at Professor Rank by Sex 1974-1994

pages

Bloomsburg University of Pennsylvania 156
California University of Pennsylvania 162
Cheyney University of Pennsylvania 168
Clarion University of Pennsylvania 174
East Stroudsburg University of Pennsylvania 180
Edinboro University of Pennsylvania 186
Indiana University of Pennsylvania 192
Kutztown University of Pennsylvania 198
Lock Haven University of Pennsylvania 204
Mansfield University of Pennsylvania 210
Millersville University of Pennsylvania 216
Shippensburg University of Pennsylvania 222
Slippery Rock University of Pennsylvania 228
West Chester University of Pennsylvania 234

FIGURE 7 Graduate Student FTE Enrollment by Sex 1974-1994

pages

Bloomsburg University of Pennsylvania 157
California University of Pennsylvania 163
Cheyney University of Pennsylvania 169
Clarion University of Pennsylvania 175
East Stroudsburg University of Pennsylvania 181
Edinboro University of Pennsylvania 187
Indiana University of Pennsylvania 193
Kutztown University of Pennsylvania 199
Lock Haven University of Pennsylvania 205
Mansfield University of Pennsylvania 211
Millersville University of Pennsylvania 217
Shippensburg University of Pennsylvania 223
Slippery Rock University of Pennsylvania 229
West Chester University of Pennsylvania 235

FIGURE 8 Student FTE Enrollment by Enrollment by Sex 1974-1994

pages

Bloomsburg University of Pennsylvania 157
California University of Pennsylvania 163
Cheyney University of Pennsylvania 169
Clarion University of Pennsylvania 175
East Stroudsburg University of Pennsylvania 181
Edinboro University of Pennsylvania 187
Indiana University of Pennsylvania 193
Kutztown University of Pennsylvania 199
Lock Haven University of Pennsylvania 205
Mansfield University of Pennsylvania 211
Millersville University of Pennsylvania 217
Shippensburg University of Pennsylvania 223
Slippery Rock University of Pennsylvania 229
West Chester University of Pennsylvania 235

FIGURE 9 Ratio of Undergraduate Student FTE Enrollment to Full-time Total Faculty by Sex 1974-1994

pages

Bloomsburg University of Pennsylvania 158
California University of Pennsylvania 164
Cheyney University of Pennsylvania 170
Clarion University of Pennsylvania 176
East Stroudsburg University of Pennsylvania 182
Edinboro University of Pennsylvania 188
Indiana University of Pennsylvania 194
Kutztown University of Pennsylvania 200
Lock Haven University of Pennsylvania 206
Mansfield University of Pennsylvania 212
Millersville University of Pennsylvania 218
Shippensburg University of Pennsylvania 224
Slippery Rock University of Pennsylvania 230
West Chester University of Pennsylvania 236

BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

FIGURE 1
Full-time Total Faculty by Sex, 1974 - 1994

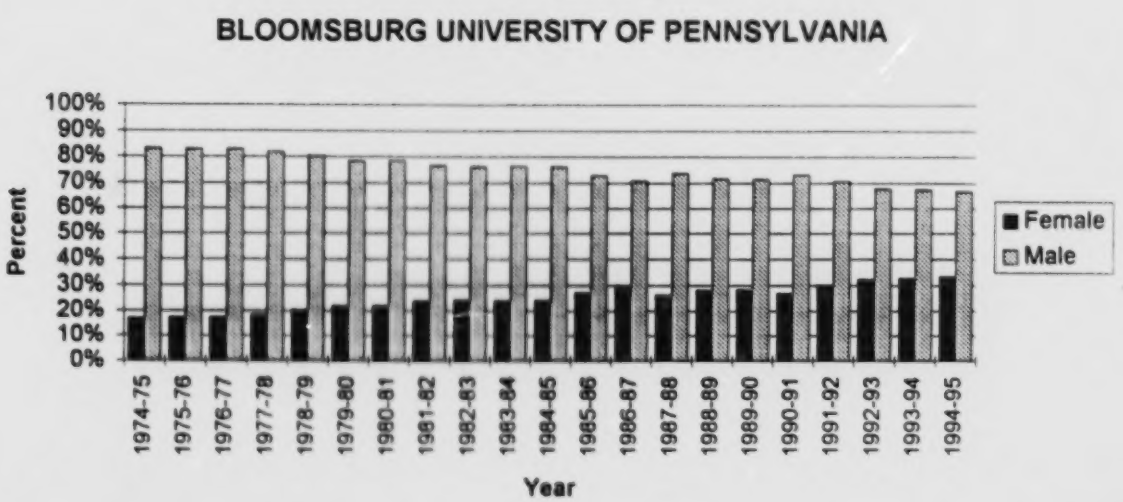


FIGURE 2
Full-time Professor by Sex, 1974 - 1994

BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

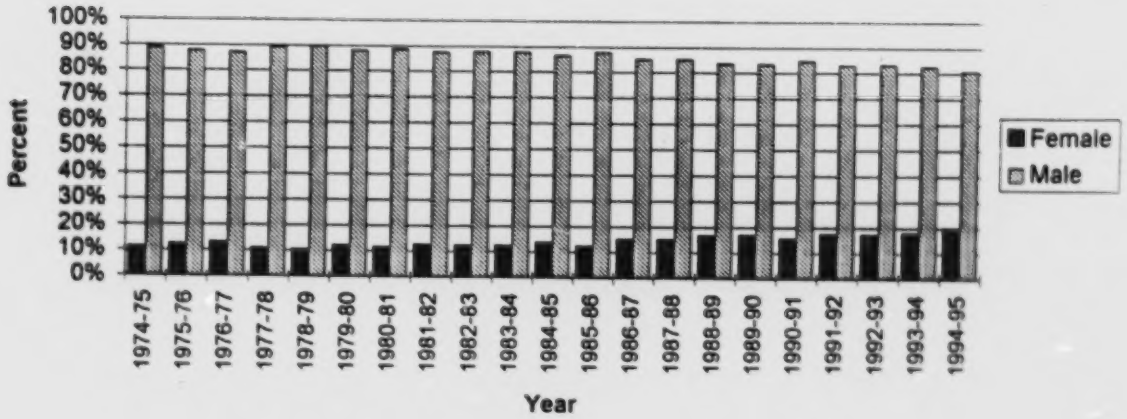


FIGURE 3
Full-time Associate Professor by Sex, 1974 - 1994

BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

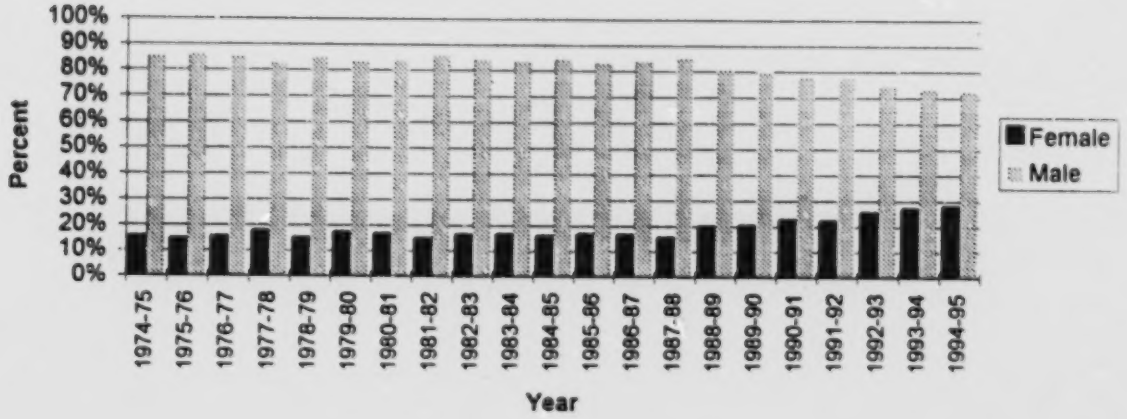


FIGURE 4
Full-time Assistant Professor by Sex, 1974 - 1994

BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

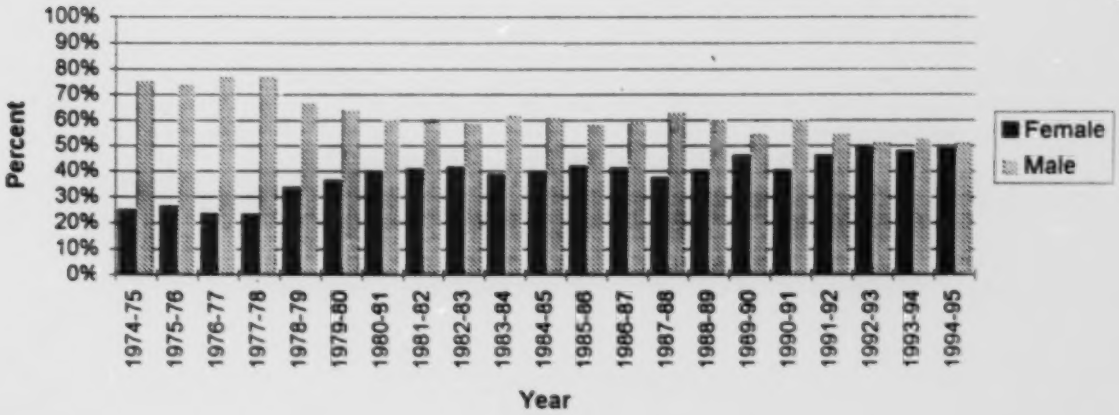


FIGURE 5
Full-time Instructor by Sex, 1974 - 1994

BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

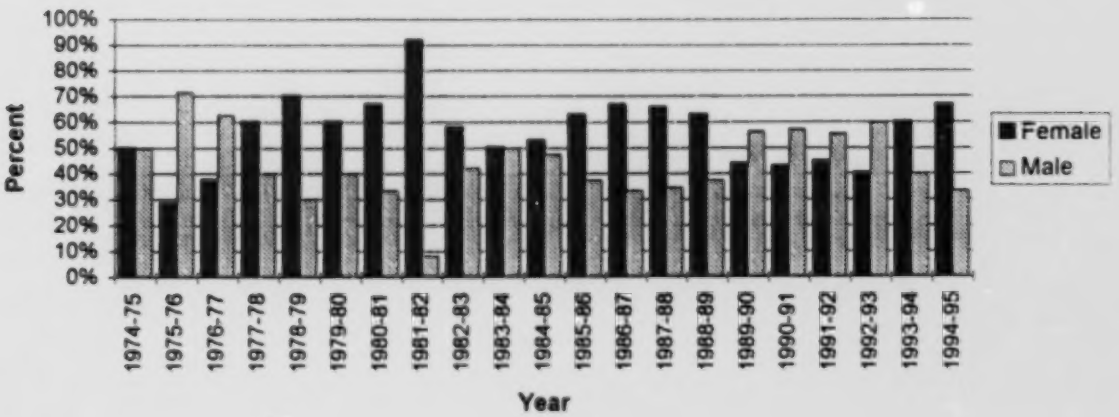
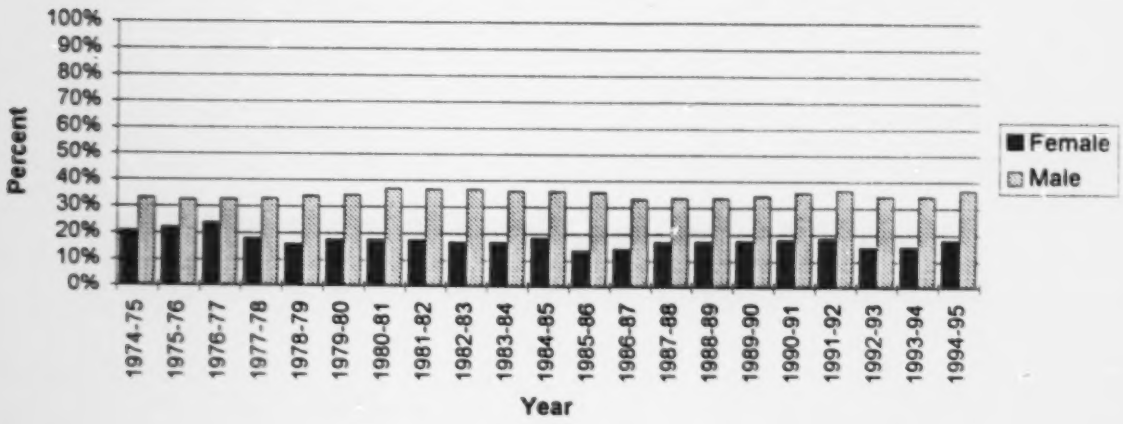


FIGURE 6

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

BLOOMSBURG UNIVERSITY OF PENNSYLVANIA



Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

FIGURE 7

Graduate Student FTE Enrollment by Sex, 1974 - 1994

BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

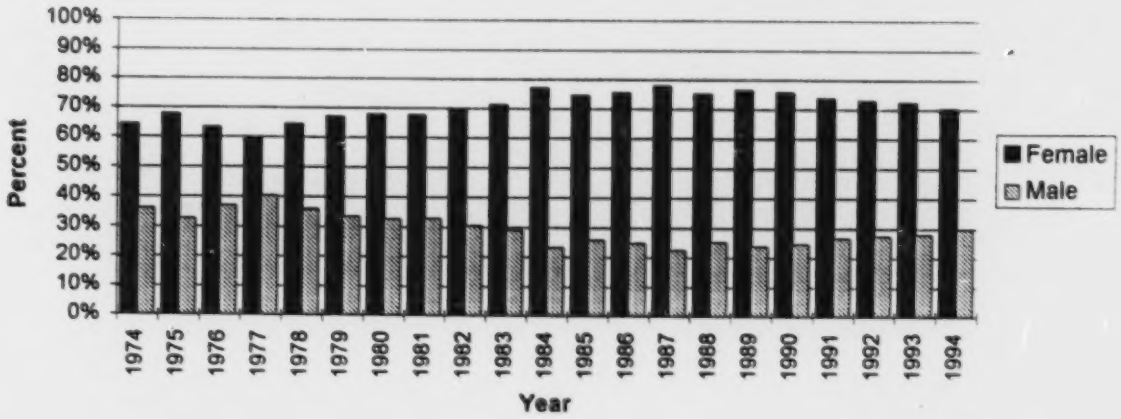


FIGURE 8

Undergraduate Student FTE Enrollment by Sex, 1974 - 1994

BLOOMSBURG UNIVERSITY OF PENNSYLVANIA

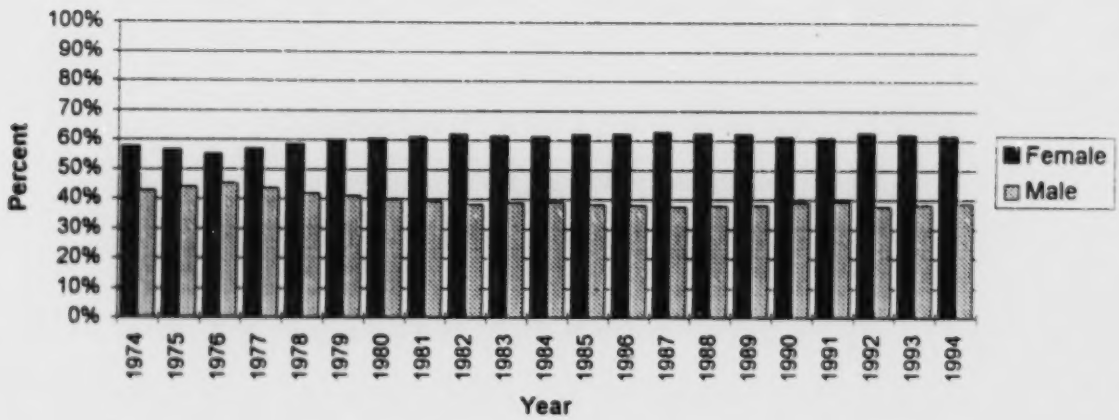
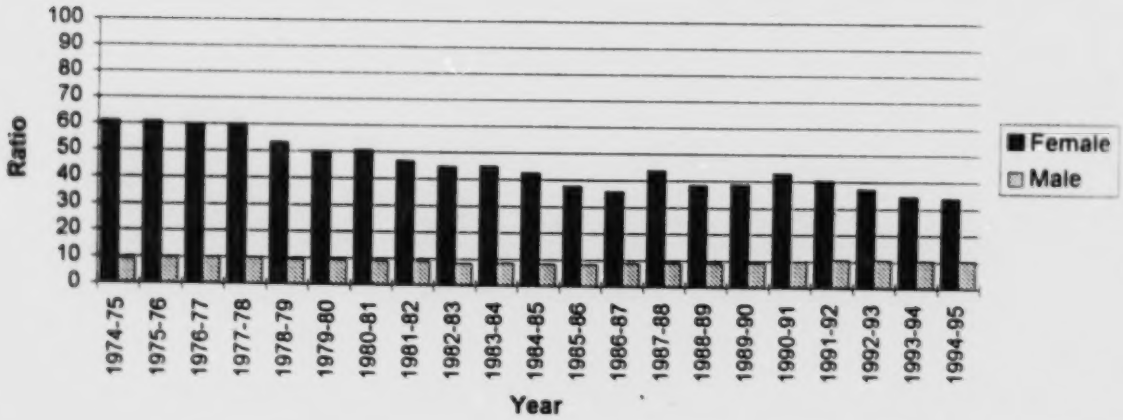


FIGURE 9

Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Sex, 1974 - 1994

BLOOMSBURG UNIVERSITY OF PENNSYLVANIA



Note: The ratio of female undergraduate student FTE enrollment to one full-time female faculty was determined by dividing the female undergraduate FTE enrollment by the number of full-time female faculty. The same calculation was used to determine the male ratio.

CALIFORNIA UNIVERSITY OF PENNSYLVANIA

FIGURE 1
Full-time Total Faculty by Sex, 1974 - 1994

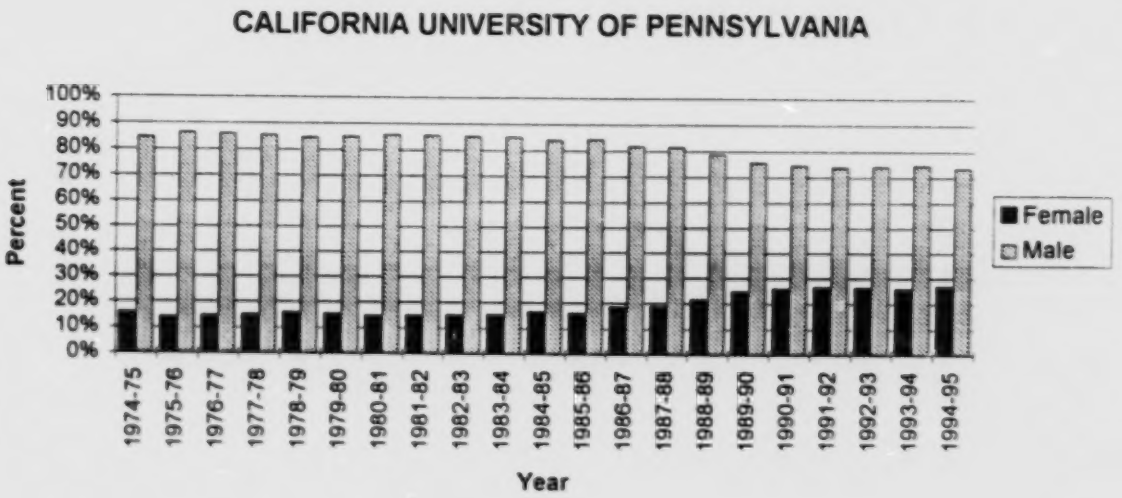


FIGURE 2
Full-time Professor by Sex, 1974 - 1994

CALIFORNIA UNIVERSITY OF PENNSYLVANIA

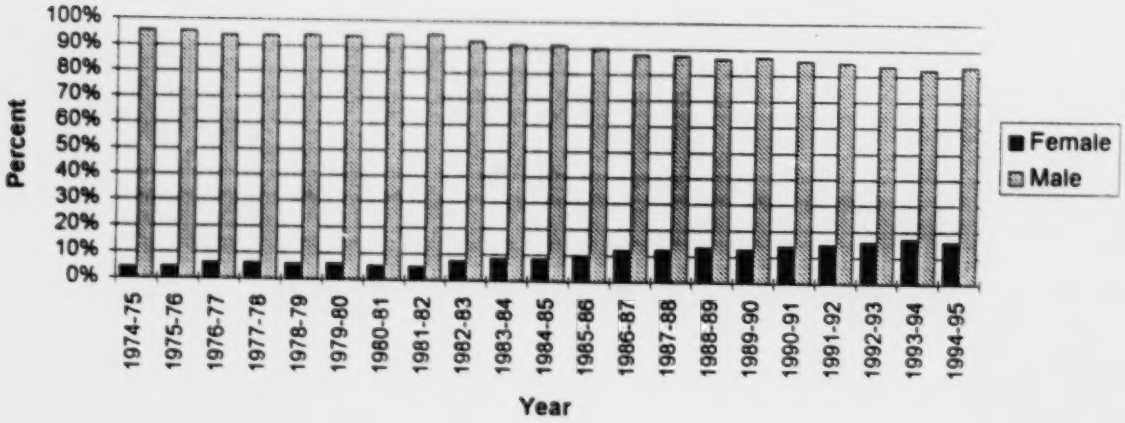


FIGURE 3
Full-time Associate Professor by Sex, 1974 - 1994

CALIFORNIA UNIVERSITY OF PENNSYLVANIA

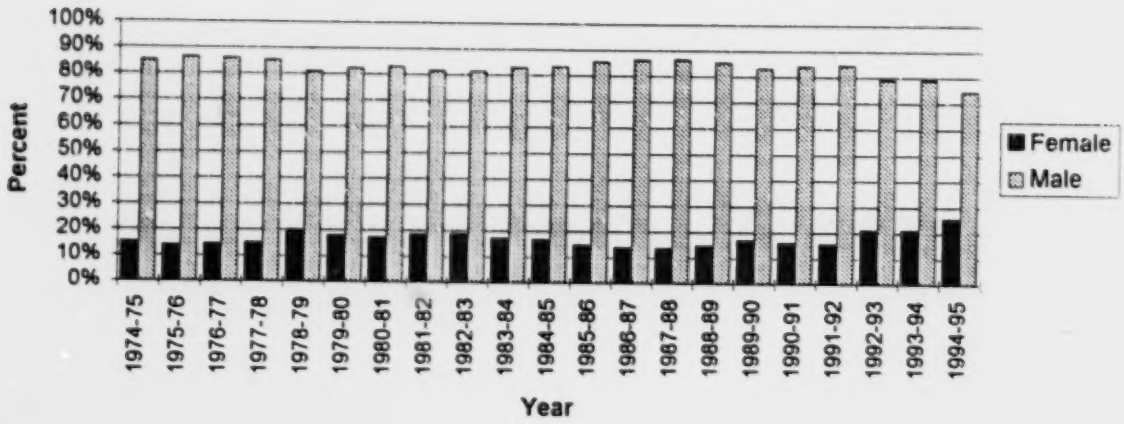


FIGURE 4
Full-time Assistant Professor by Sex, 1974 - 1994

CALIFORNIA UNIVERSITY OF PENNSYLVANIA

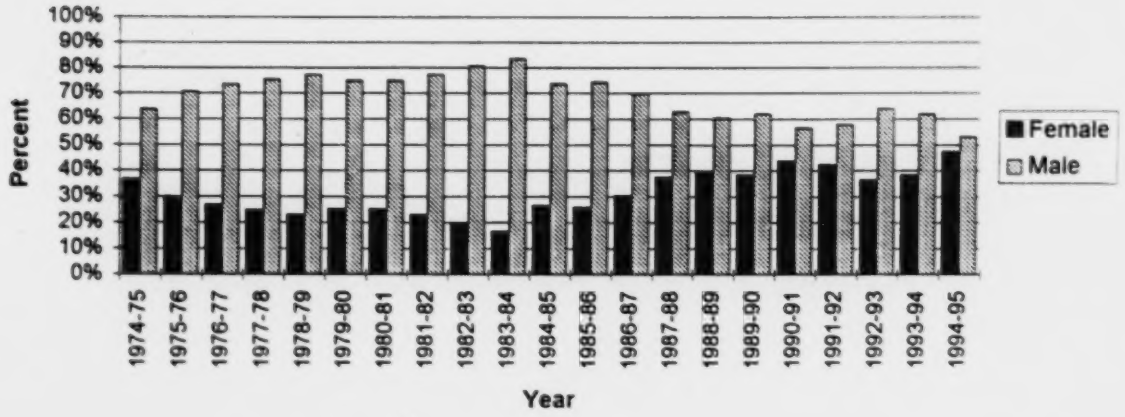


FIGURE 5
Full-time Instructor by Sex, 1974 - 1994

CALIFORNIA UNIVERSITY OF PENNSYLVANIA

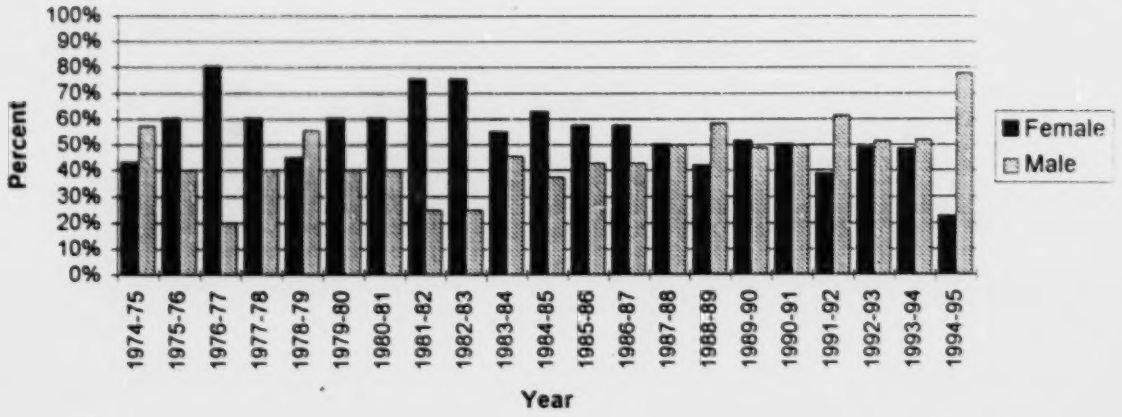
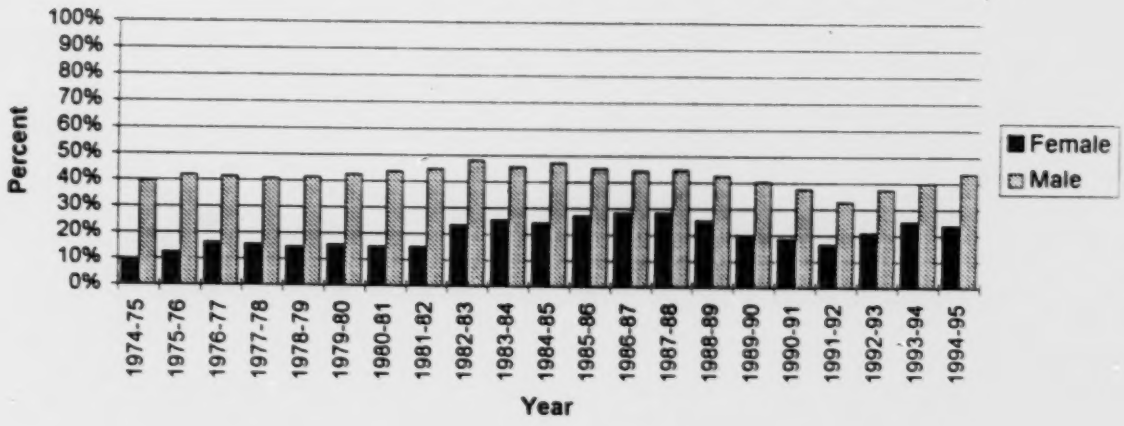


FIGURE 6

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

CALIFORNIA UNIVERSITY OF PENNSYLVANIA



Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

FIGURE 7

Graduate Student FTE Enrollment by Sex, 1974 - 1994

CALIFORNIA UNIVERSITY OF PENNSYLVANIA

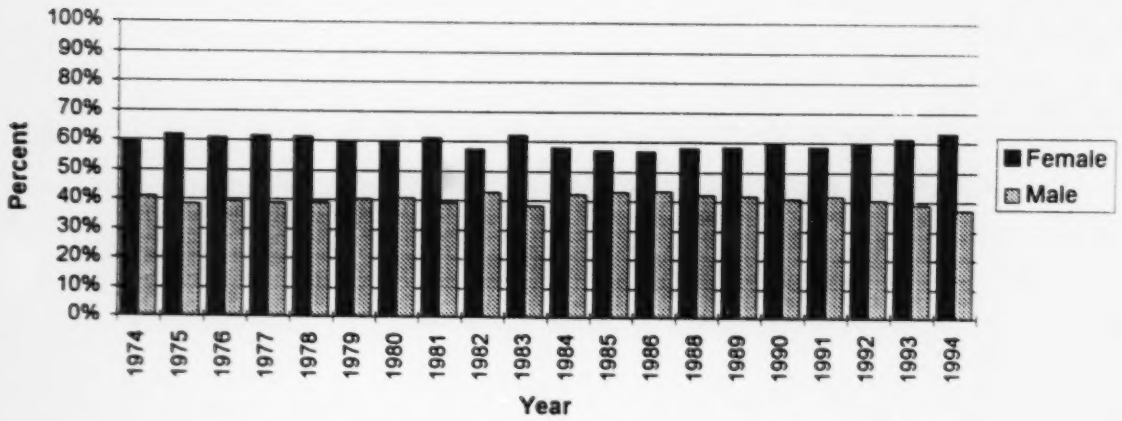


FIGURE 8

Undergraduate Student FTE Enrollment by Sex, 1974 - 1994

CALIFORNIA UNIVERSITY OF PENNSYLVANIA

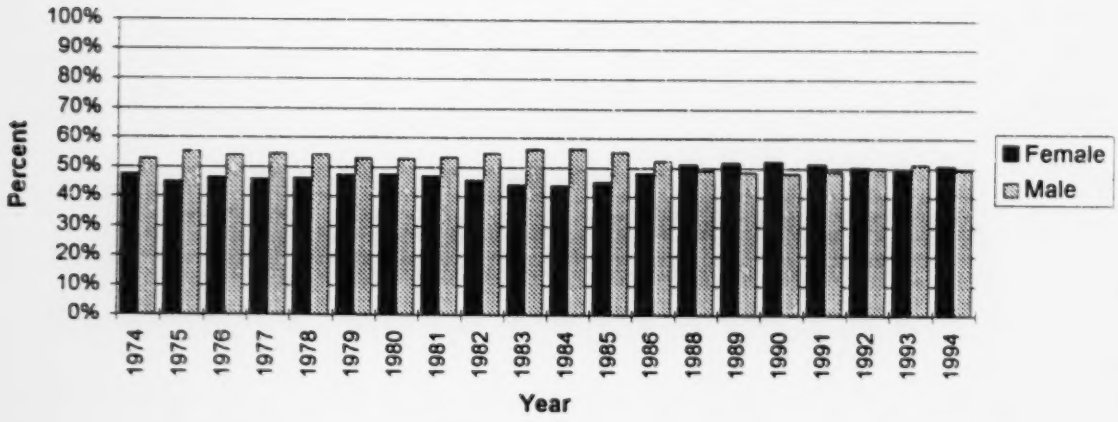
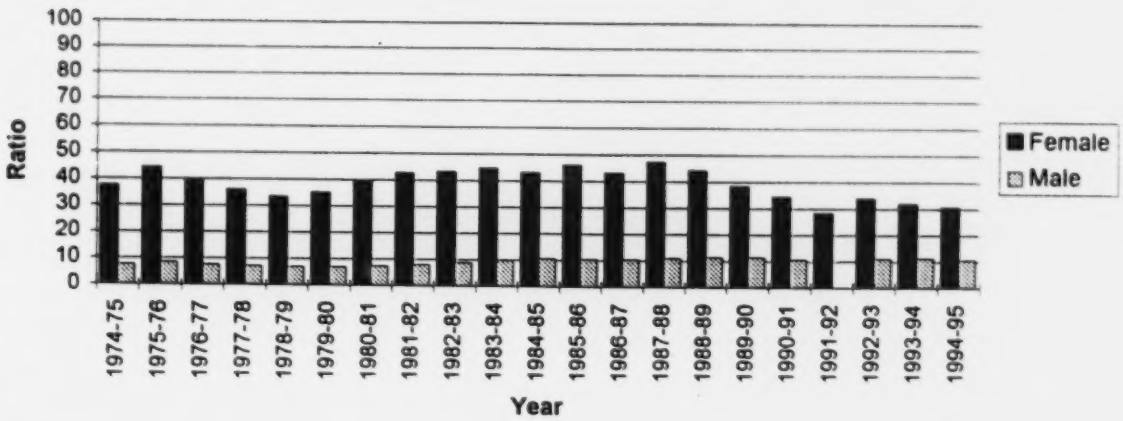


FIGURE 9

Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Sex, 1974 - 1994

CALIFORNIA UNIVERSITY OF PENNSYLVANIA



Note: The ratio of female undergraduate student FTE enrollment to one full-time female faculty was determined by dividing the female undergraduate FTE enrollment by the number of full-time female faculty. The same calculation was used to determine the male ratio.

CHEYNEY UNIVERSITY OF PENNSYLVANIA

FIGURE 1
Full-time Total Faculty by Sex, 1974 - 1994

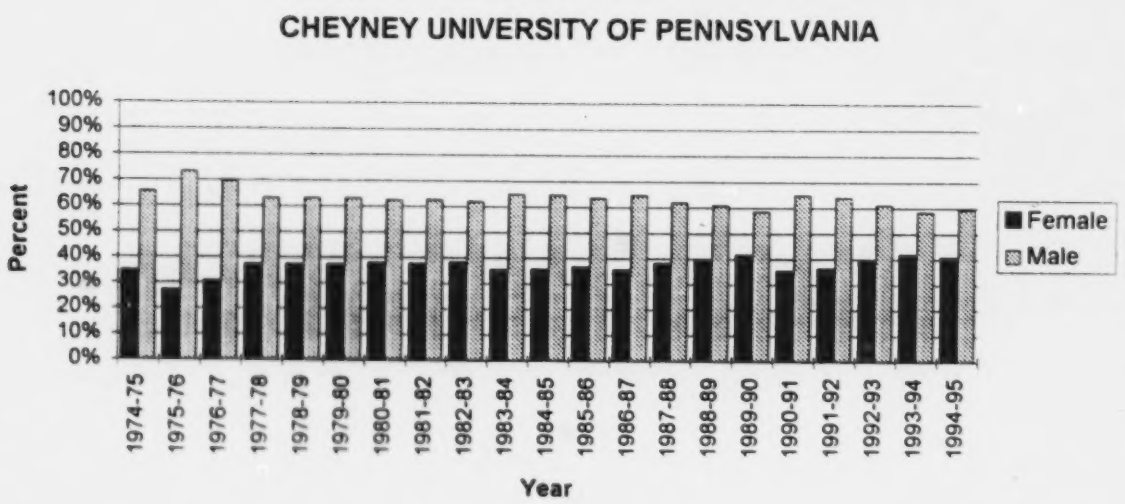


FIGURE 2
Full-time Professor by Sex, 1974 - 1994

CHEYNEY UNIVERSITY OF PENNSYLVANIA

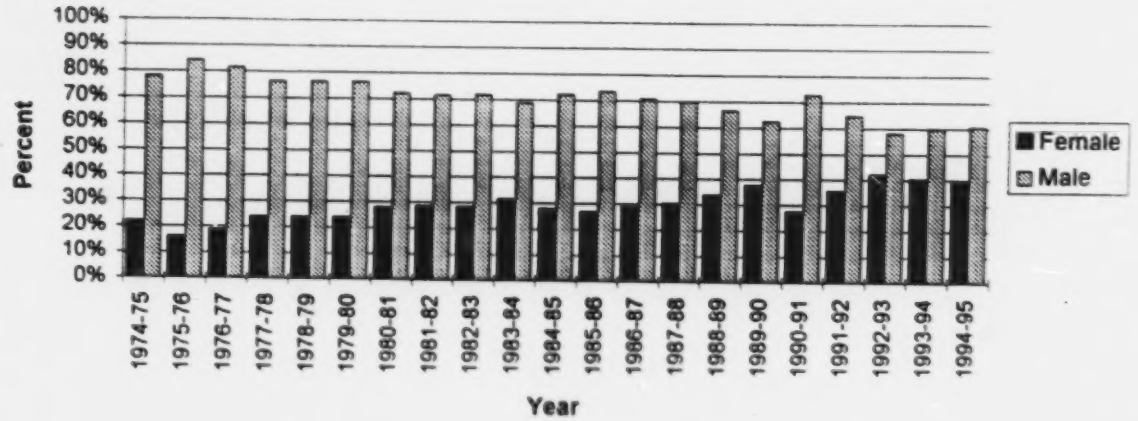


FIGURE 3
Full-time Associate Professor by Sex, 1974 - 1994

CHEYNEY UNIVERSITY OF PENNSYLVANIA

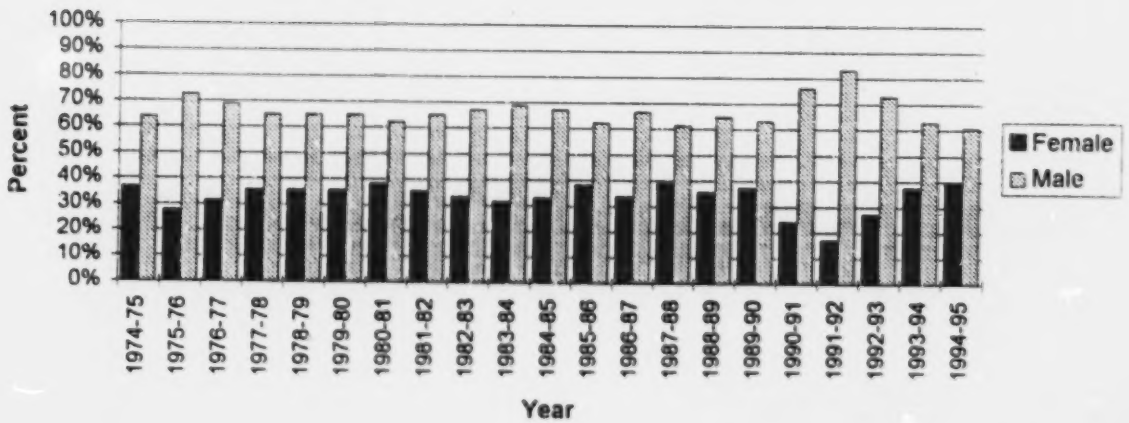


FIGURE 4
Full-time Assistant Professor by Sex, 1974 - 1994

CHEYNEY UNIVERSITY OF PENNSYLVANIA

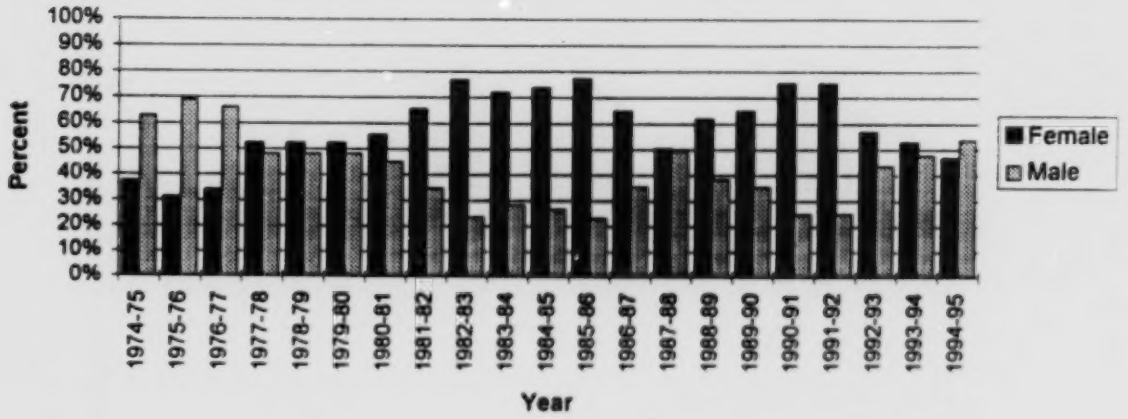
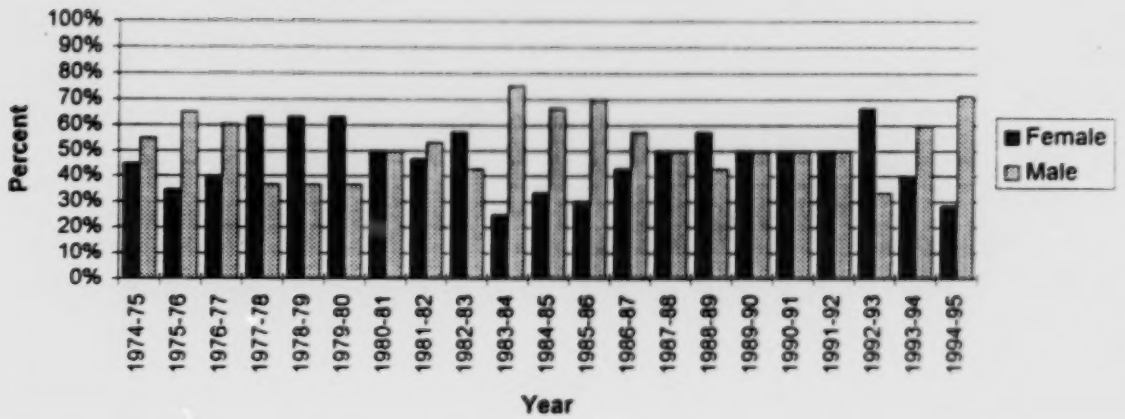


FIGURE 5
Full-time Instructor by Sex, 1974 - 1994

CHEYNEY UNIVERSITY OF PENNSYLVANIA

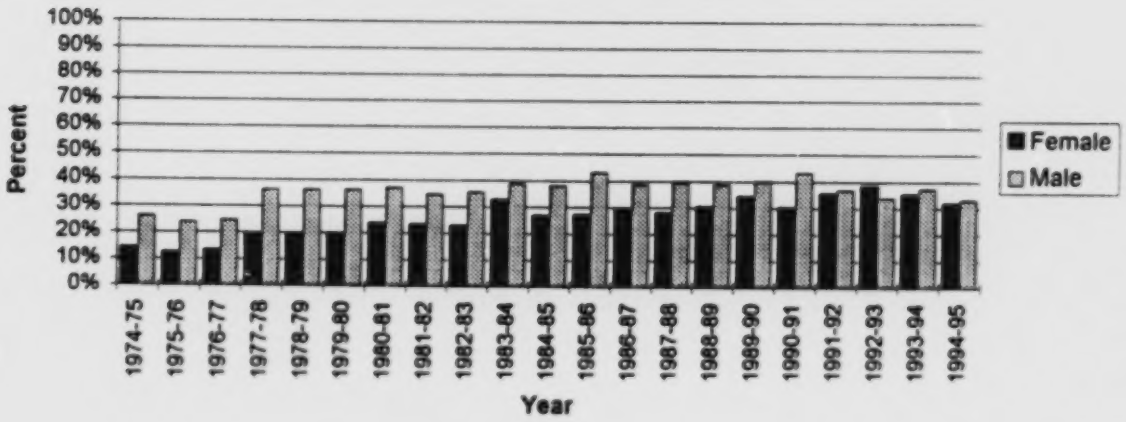


215

FIGURE 6

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

CHEYNEY UNIVERSITY OF PENNSYLVANIA



Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

FIGURE 7

Graduate Student FTE Enrollment by Sex, 1974 - 1994

CHEYNEY UNIVERSITY OF PENNSYLVANIA

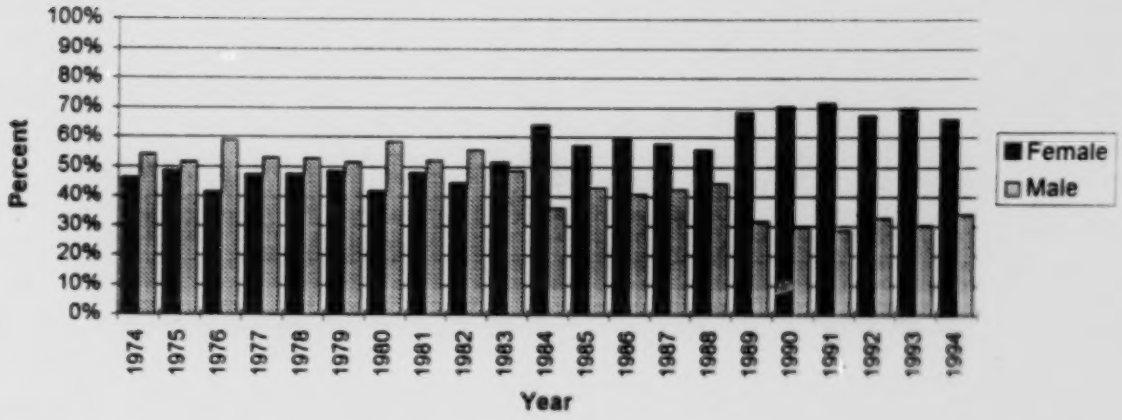


FIGURE 8

Undergraduate Student FTE Enrollment by Sex, 1974 - 1994

CHEYNEY UNIVERSITY OF PENNSYLVANIA

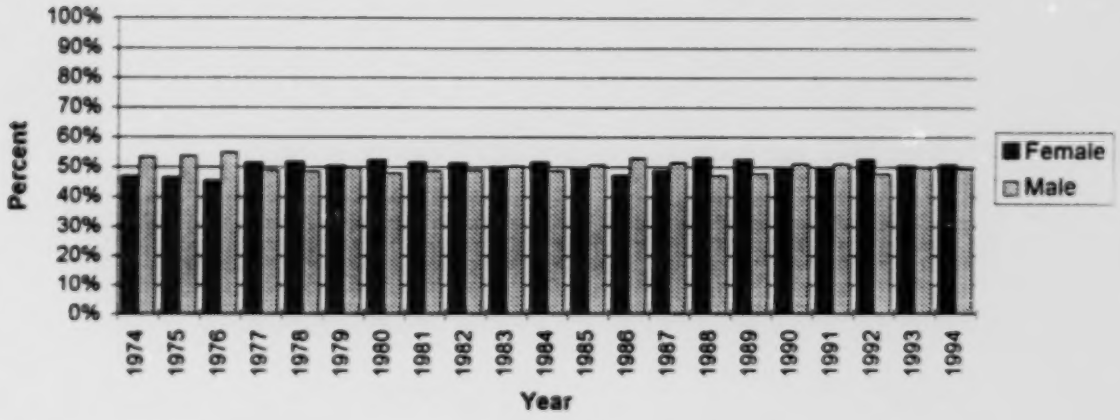
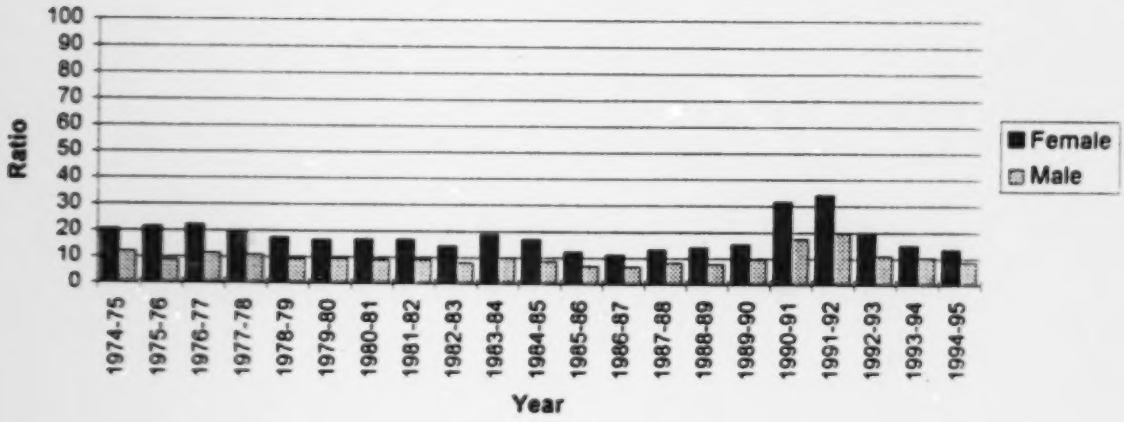


FIGURE 9

Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Sex, 1974 - 1994

CHEYNEY UNIVERSITY OF PENNSYLVANIA



Note: The ratio of female undergraduate student FTE enrollment to one full-time female faculty was determined by dividing the female undergraduate FTE enrollment by the number of full-time female faculty. The same calculation was used to determine the male ratio.

CLARION UNIVERSITY OF PENNSYLVANIA

FIGURE 1
Full-time Total Faculty by Sex, 1974 - 1994

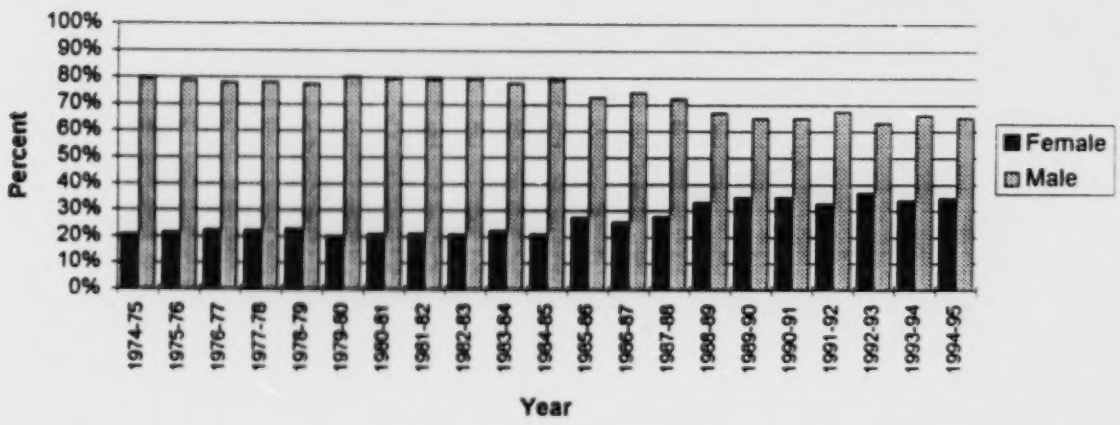


FIGURE 2
Full-time Professor by Sex, 1974 - 1994

CLARION UNIVERSITY OF PENNSYLVANIA

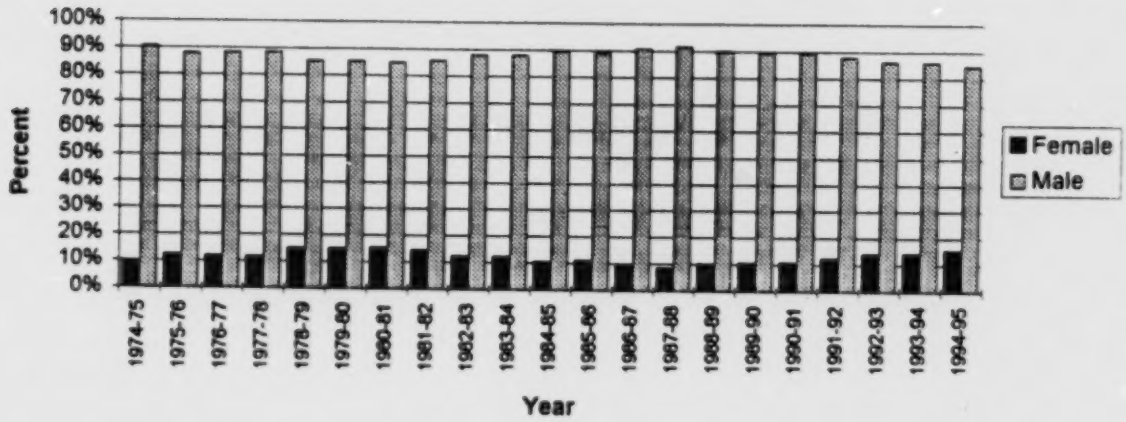


FIGURE 3
Full-time Associate Professor by Sex, 1974 - 1994

CLARION UNIVERSITY OF PENNSYLVANIA

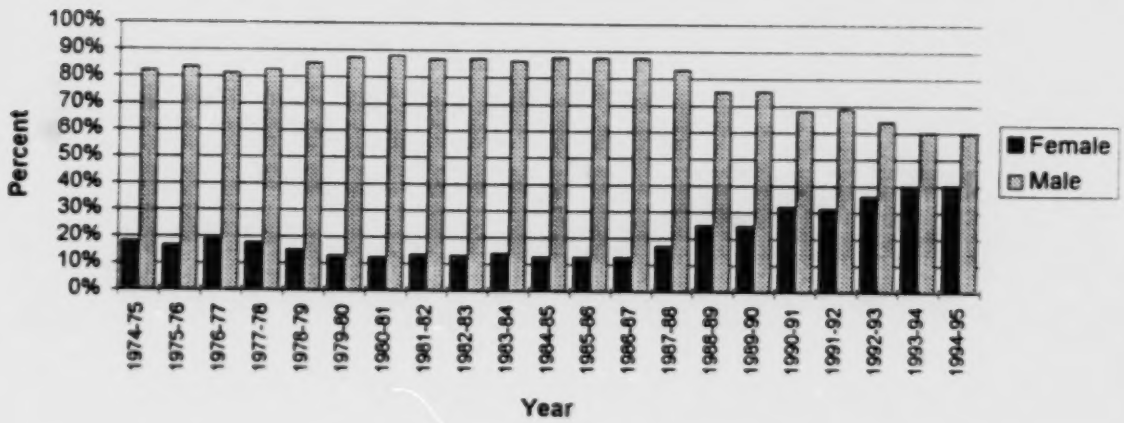


FIGURE 4
Full-time Assistant Professor by Sex, 1974 - 1994

CLARION UNIVERSITY OF PENNSYLVANIA

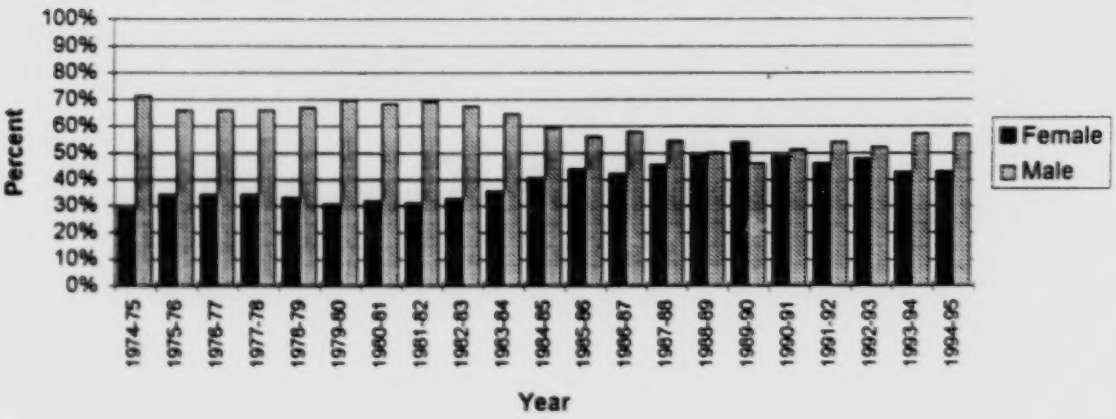


FIGURE 5
Full-time Instructor by Sex, 1974 - 1994

CLARION UNIVERSITY OF PENNSYLVANIA

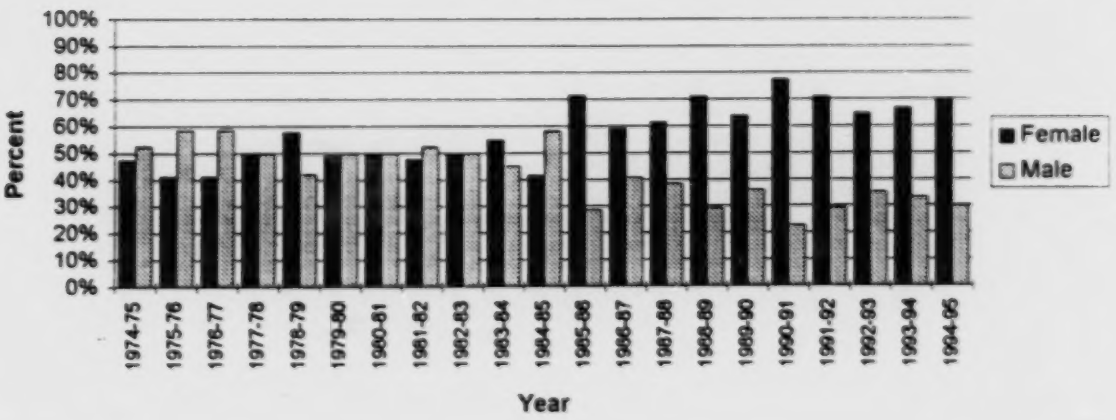
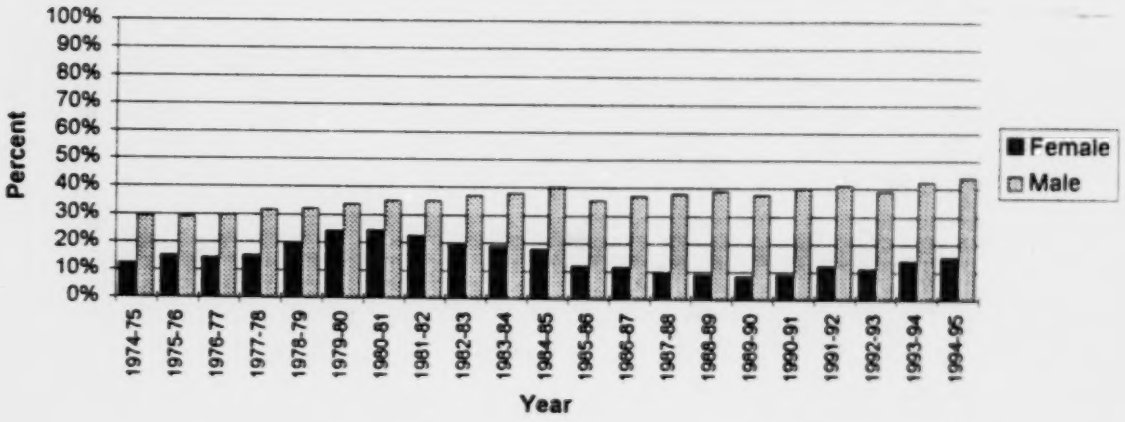


FIGURE 6

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

CLARION UNIVERSITY OF PENNSYLVANIA



Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

FIGURE 7

Graduate Student FTE Enrollment by Sex, 1974 - 1994

CLARION UNIVERSITY OF PENNSYLVANIA

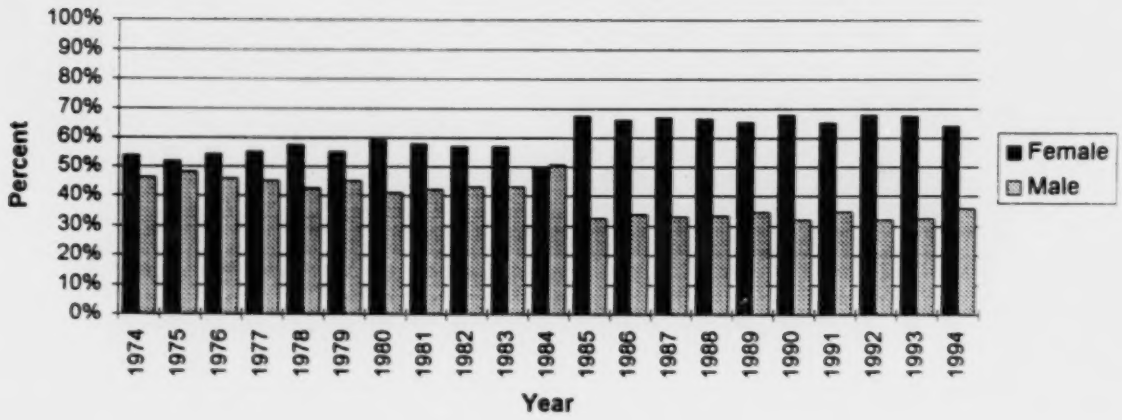


FIGURE 8

Undergraduate Student FTE Enrollment by Sex, 1974 - 1994

CLARION UNIVERSITY OF PENNSYLVANIA

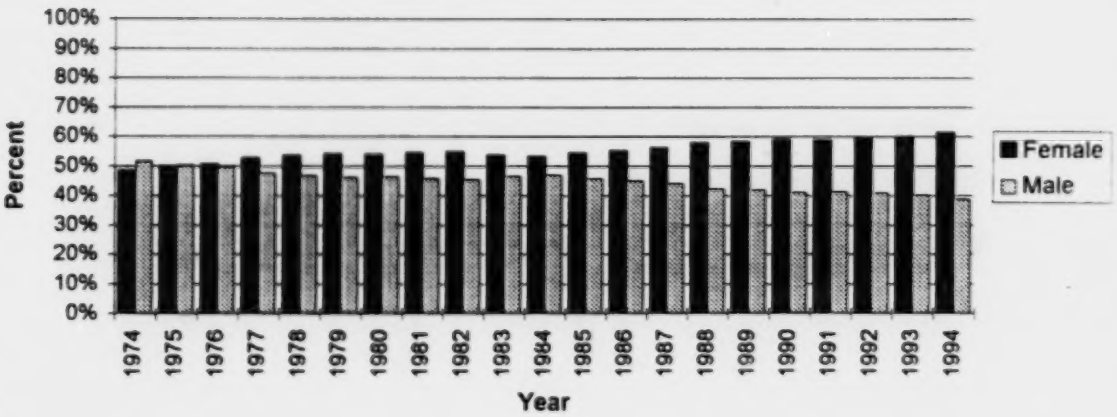
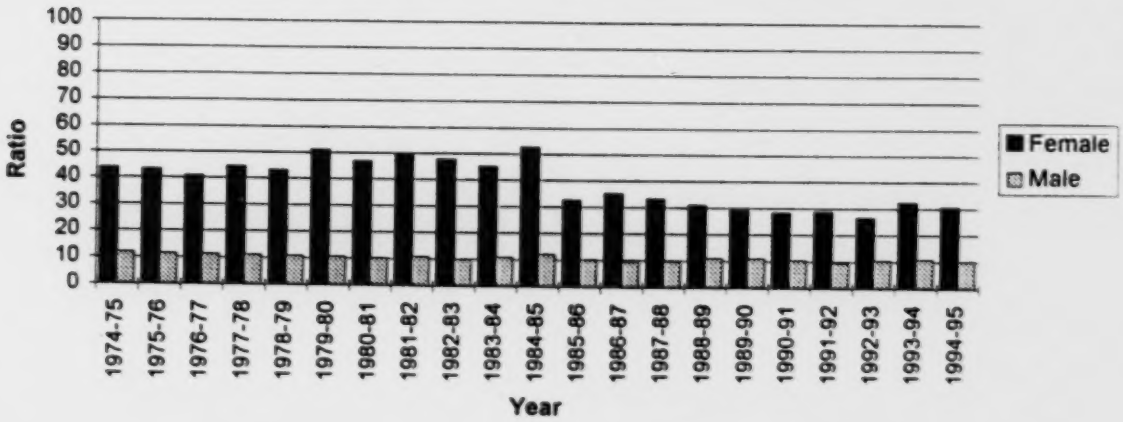


FIGURE 9

Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Sex, 1974 - 1994

CLARION UNIVERSITY OF PENNSYLVANIA



Note: The ratio of female undergraduate student FTE enrollment to one full-time female faculty was determined by dividing the female undergraduate FTE enrollment by the number of full-time female faculty. The same calculation was used to determine the male ratio.

EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

FIGURE 1
Full-time Total Faculty by Sex, 1974 - 1994

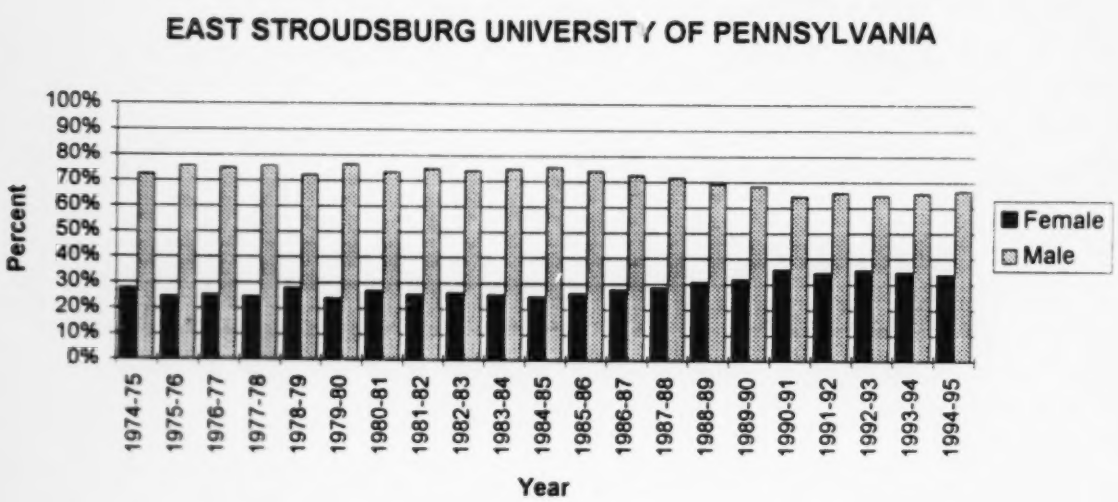


FIGURE 2
Full-time Professor by Sex, 1974 - 1994

EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

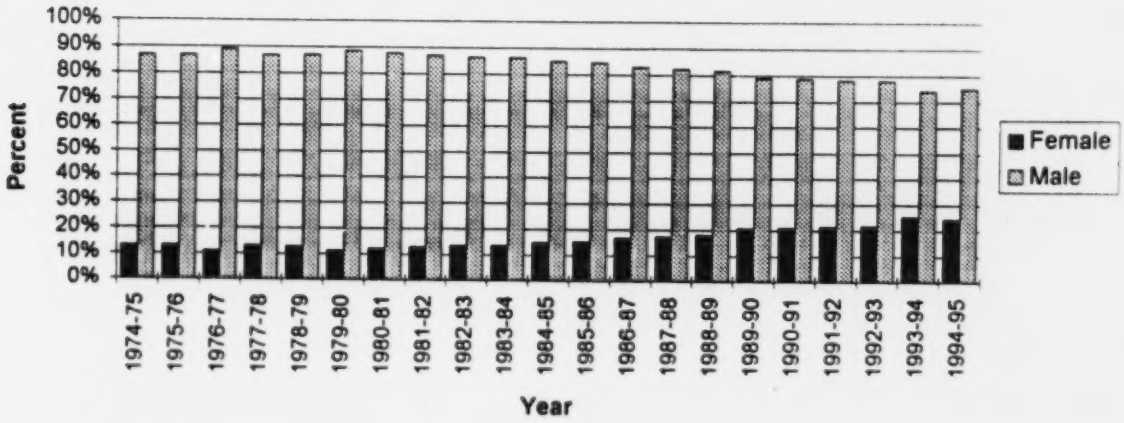


FIGURE 3
Full-time Associate Professor by Sex, 1974 - 1994

EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

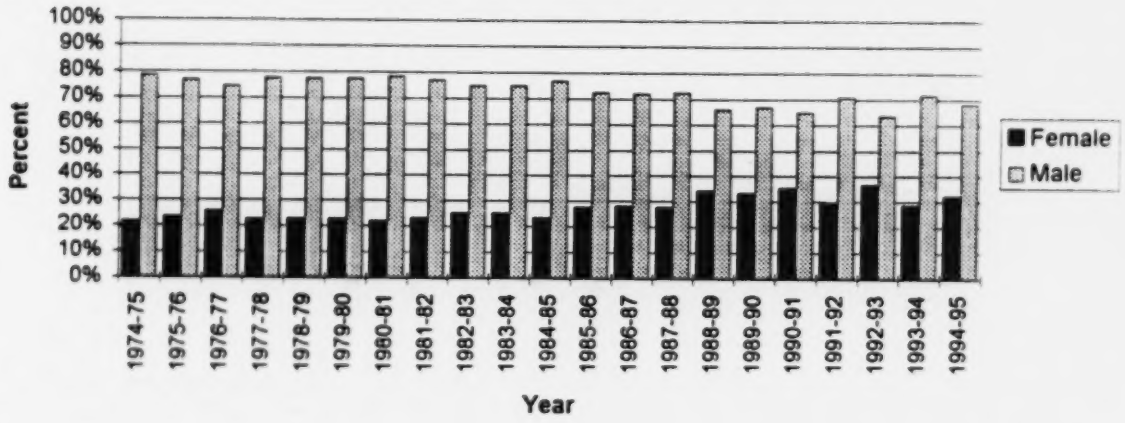


FIGURE 4
Full-time Assistant Professor by Sex, 1974 - 1994

EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

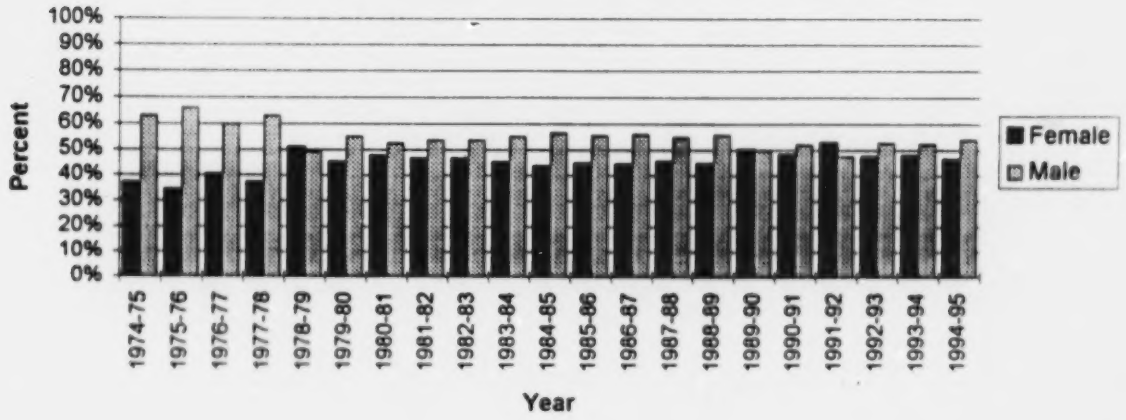


FIGURE 5
Full-time Instructor by Sex, 1974 - 1994

EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

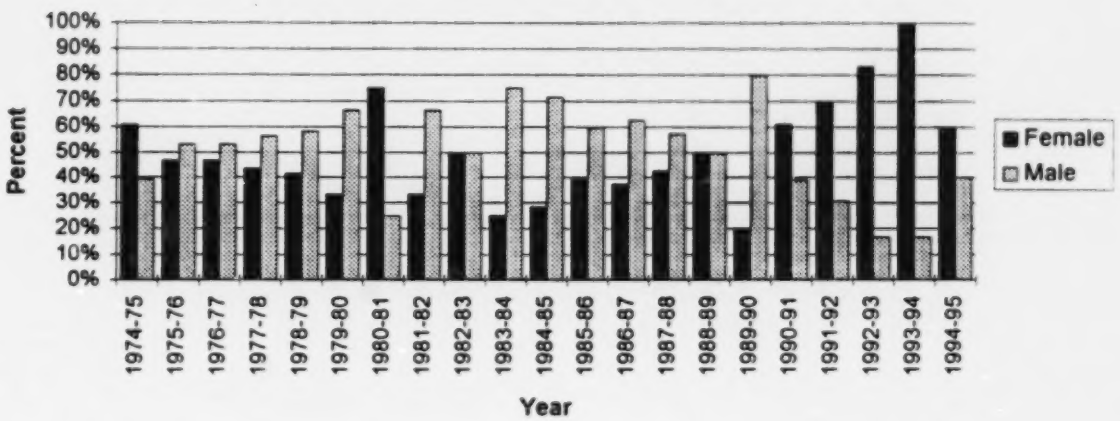
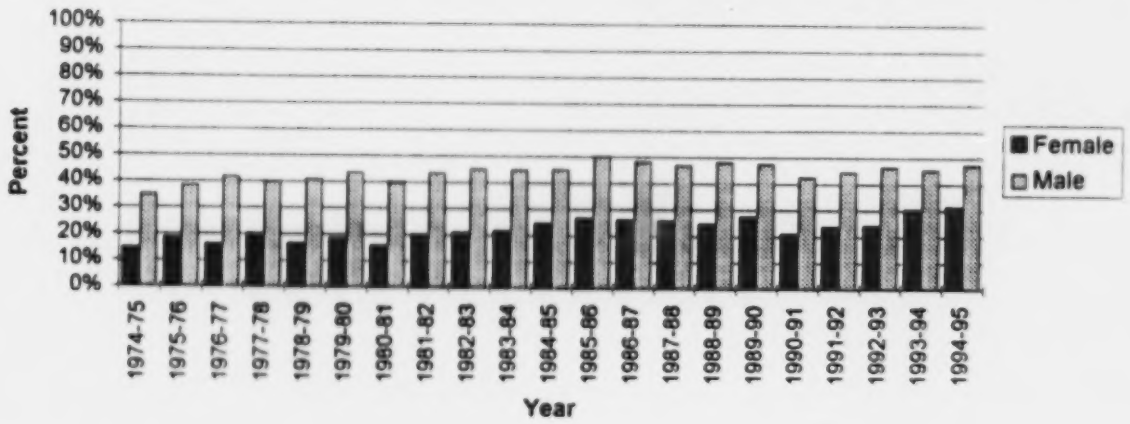


FIGURE 6

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA



Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

FIGURE 7

Graduate Student FTE Enrollment by Sex, 1974 - 1994

EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

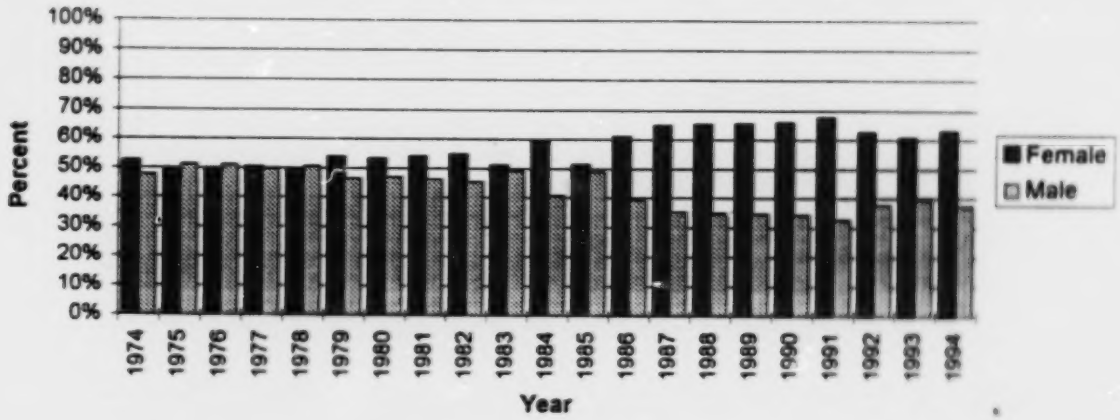


FIGURE 8

Undergraduate Student FTE Enrollment by Sex, 1974 - 1994

EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA

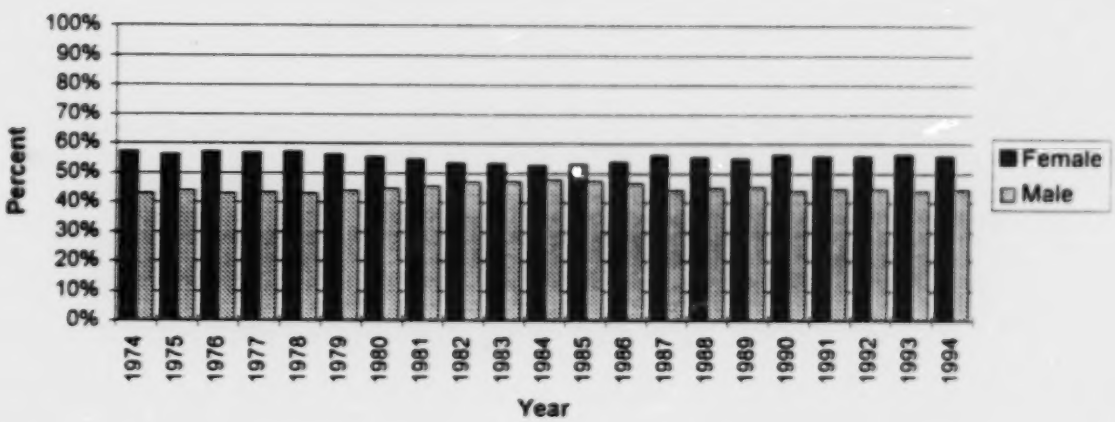
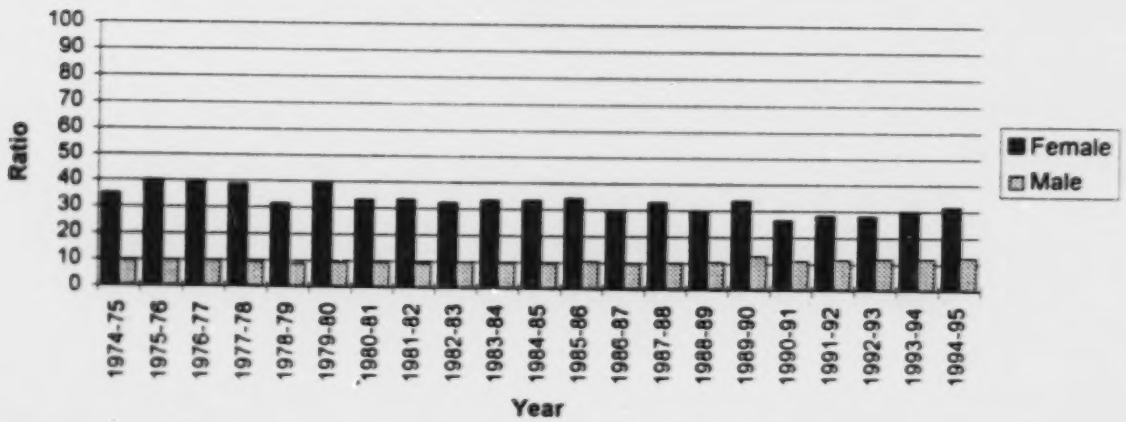


FIGURE 9

Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Sex, 1974 - 1994

EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA



Note: The ratio of female undergraduate student FTE enrollment to one full-time female faculty was determined by dividing the female undergraduate FTE enrollment by the number of full-time female faculty. The same calculation was used to determine the male ratio.

EDINBORO UNIVERSITY OF PENNSYLVANIA

FIGURE 1
Full-time Total Faculty by Sex, 1974 - 1994

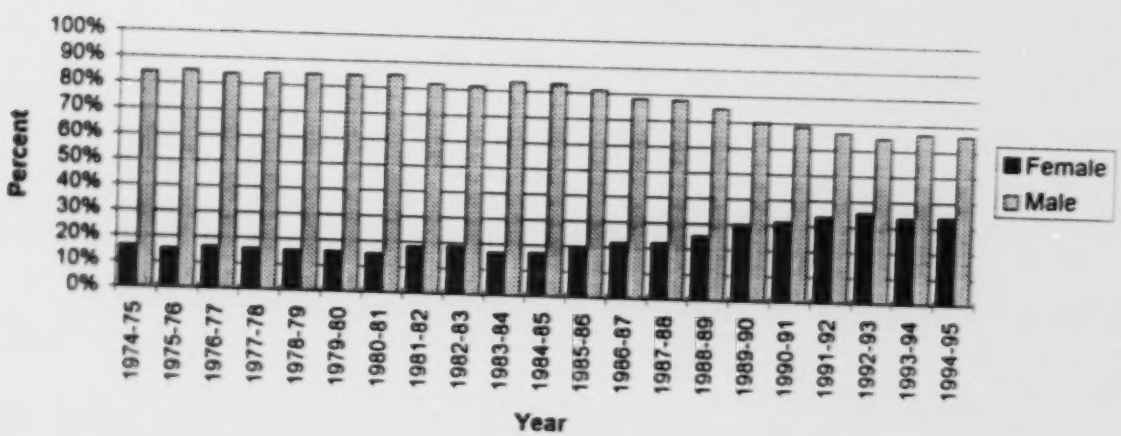


FIGURE 2
Full-time Professor by Sex, 1974 - 1994

EDINBORO UNIVERSITY OF PENNSYLVANIA

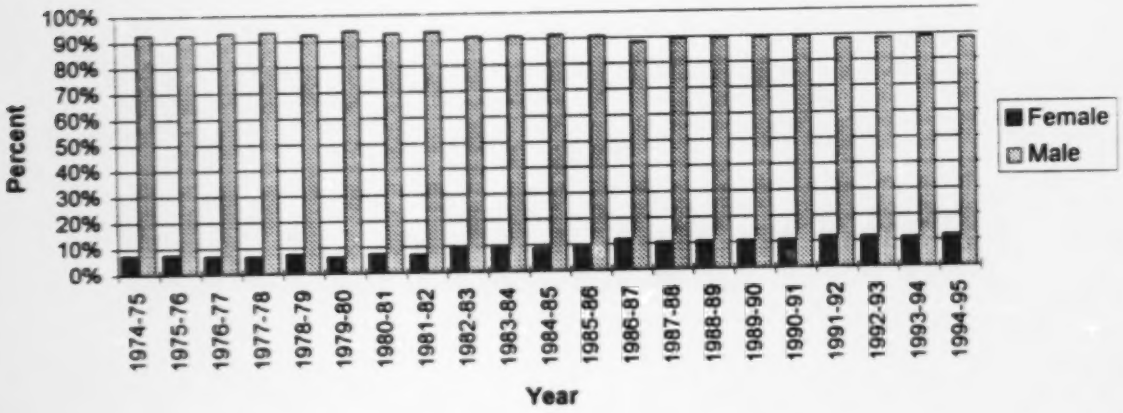


FIGURE 3
Full-time Associate Professor by Sex, 1974 - 1994

EDINBORO UNIVERSITY OF PENNSYLVANIA

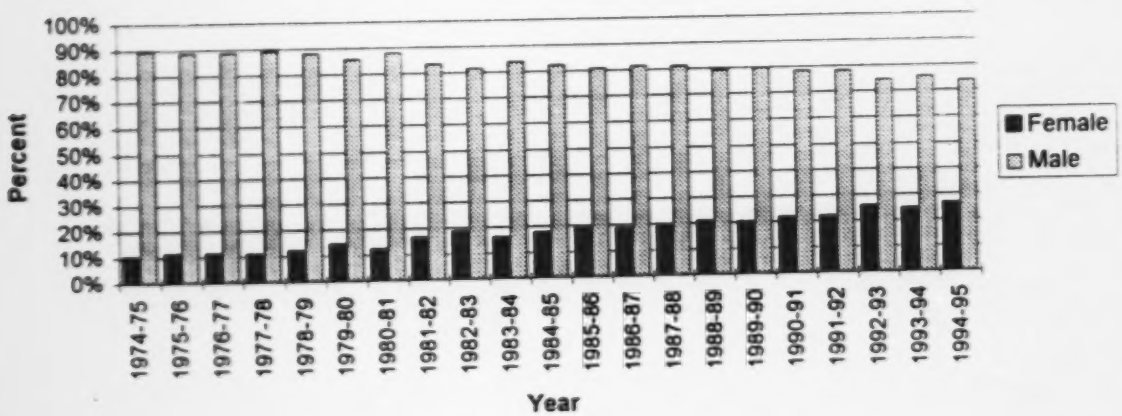


FIGURE 4
Full-time Assistant Professor by Sex, 1974 - 1994

EDINBORO UNIVERSITY OF PENNSYLVANIA

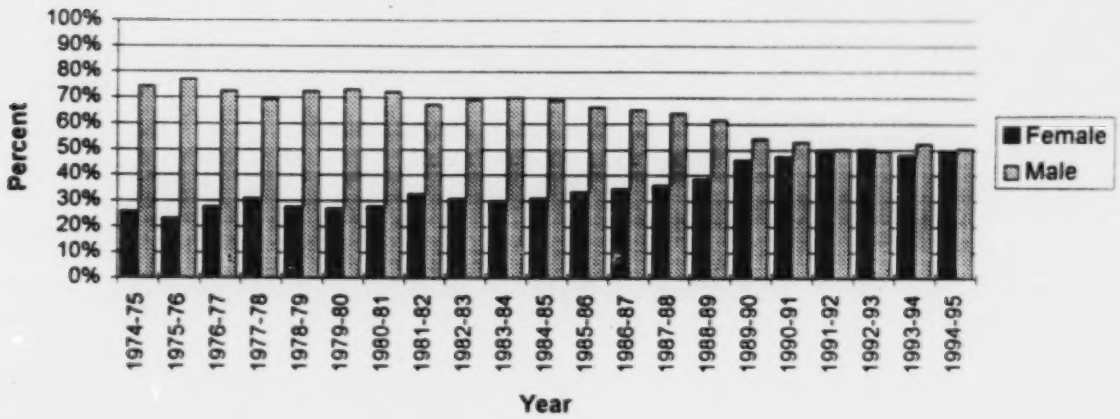


FIGURE 5
Full-time Instructor by Sex, 1974 - 1994

EDINBORO UNIVERSITY OF PENNSYLVANIA

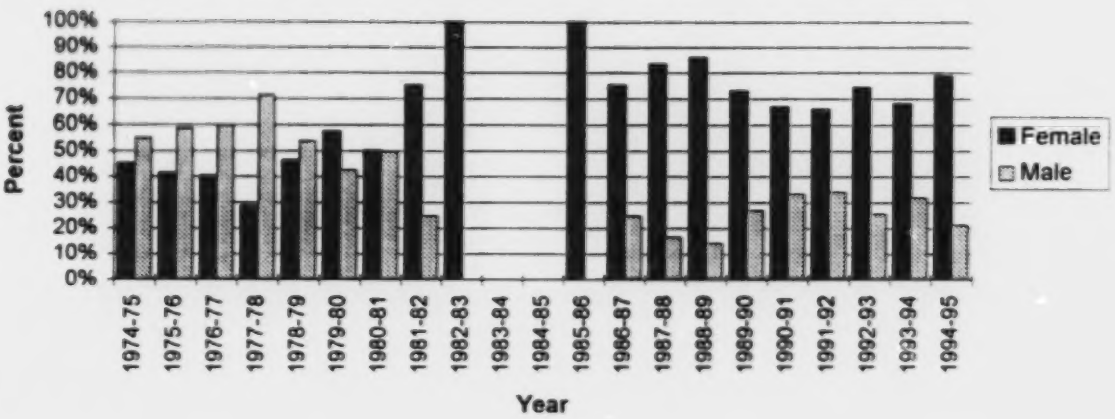
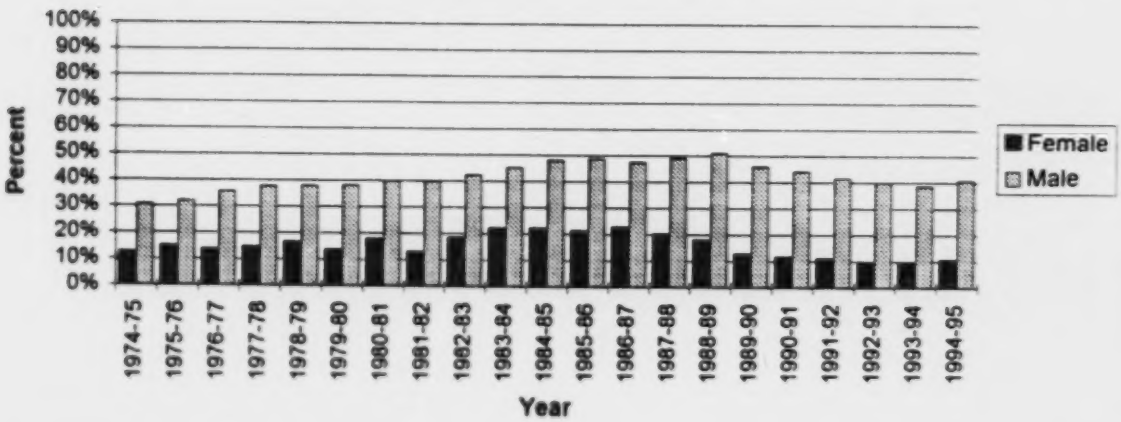


FIGURE 6

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

EDINBORO UNIVERSITY OF PENNSYLVANIA



Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

FIGURE 7

Graduate Student FTE Enrollment by Sex, 1974 - 1994

EDINBORO UNIVERSITY OF PENNSYLVANIA

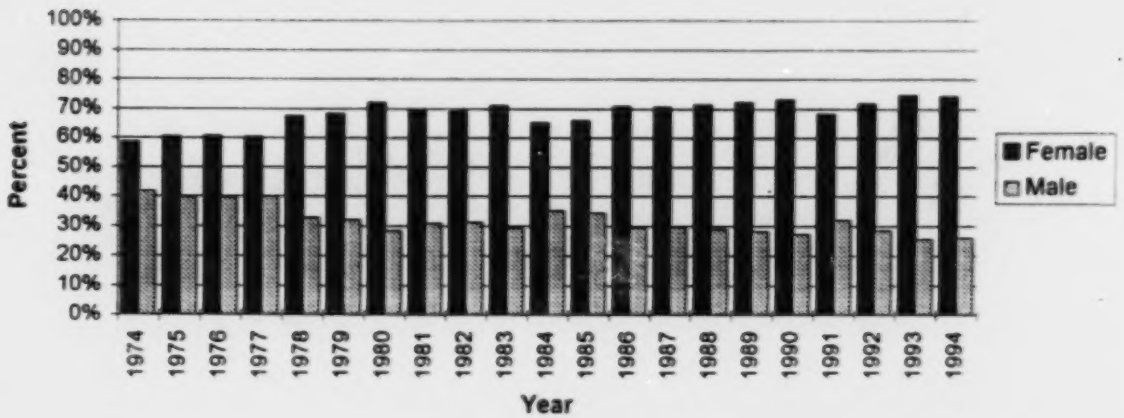


FIGURE 8

Undergraduate Student FTE Enrollment by Sex, 1974 - 1994

EDINBORO UNIVERSITY OF PENNSYLVANIA

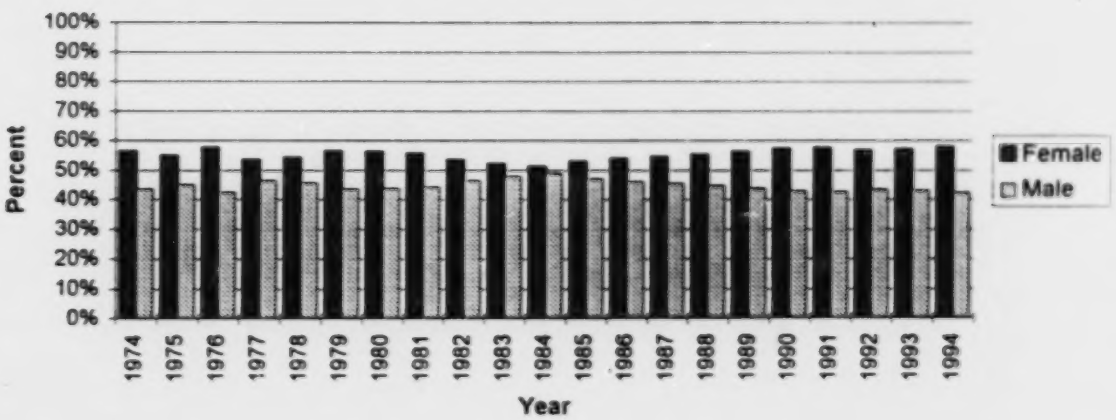
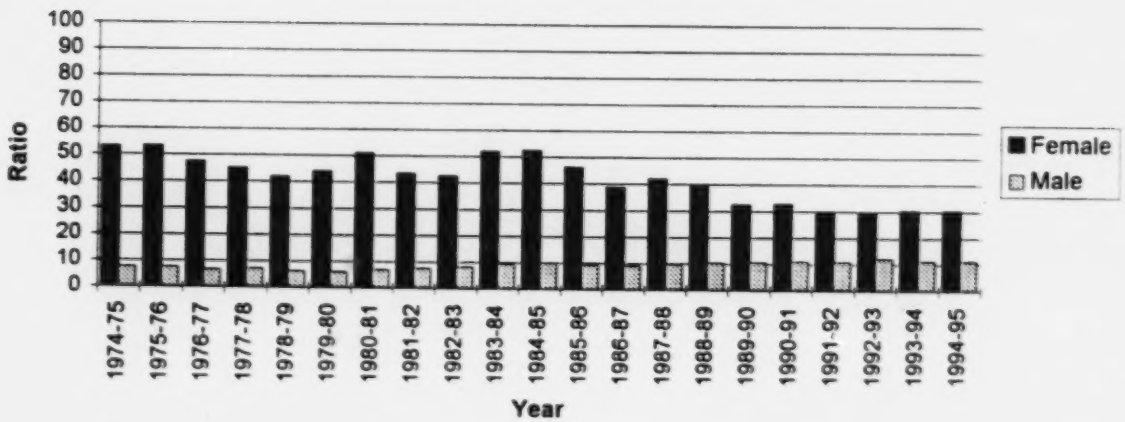


FIGURE 9

Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Sex, 1974 - 1994

EDINBORO UNIVERSITY OF PENNSYLVANIA



Note: The ratio of female undergraduate student FTE enrollment to one full-time female faculty was determined by dividing the female undergraduate FTE enrollment by the number of full-time female faculty. The same calculation was used to determine the male ratio.

INDIANA UNIVERSITY OF PENNSYLVANIA

FIGURE 1
Full-time Total Faculty by Sex, 1974 - 1994

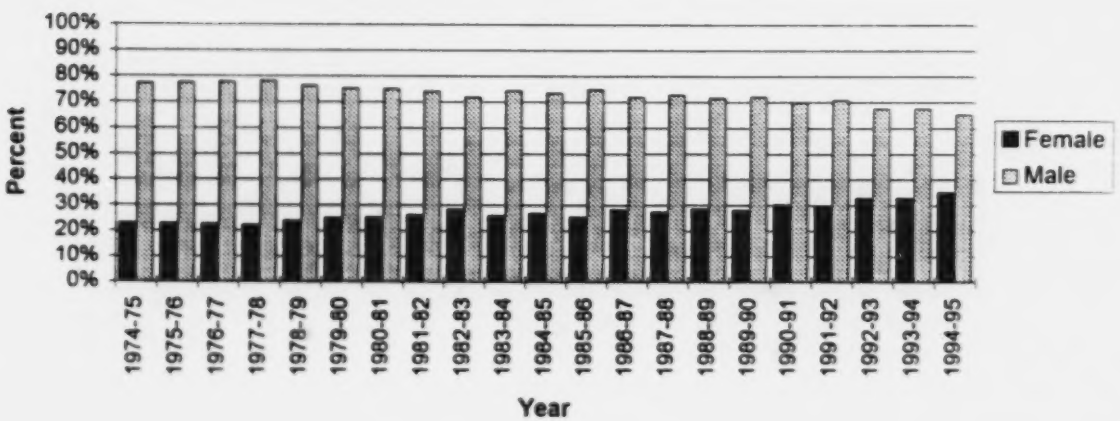


FIGURE 2
Full-time Professor by Sex, 1974 - 1994

INDIANA UNIVERSITY OF PENNSYLVANIA

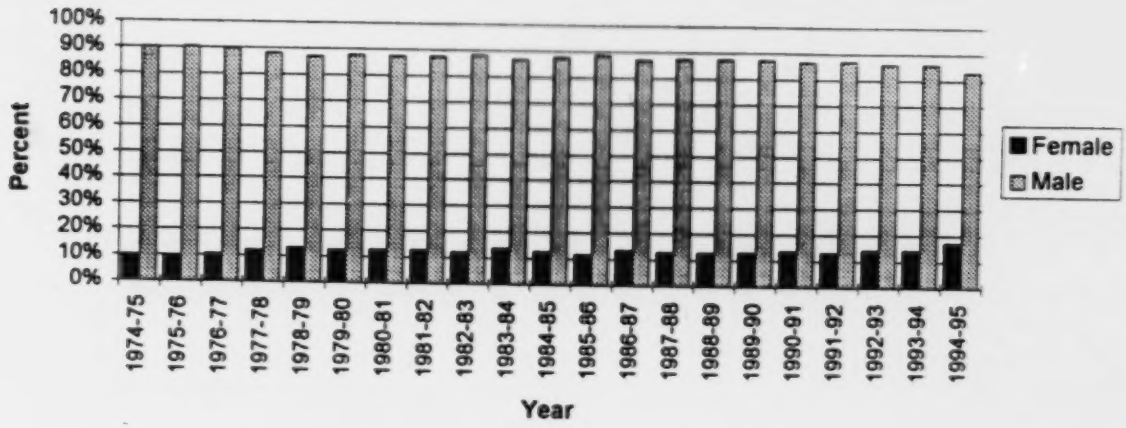


FIGURE 3
Full-time Associate Professor by Sex, 1974 - 1994

INDIANA UNIVERSITY OF PENNSYLVANIA

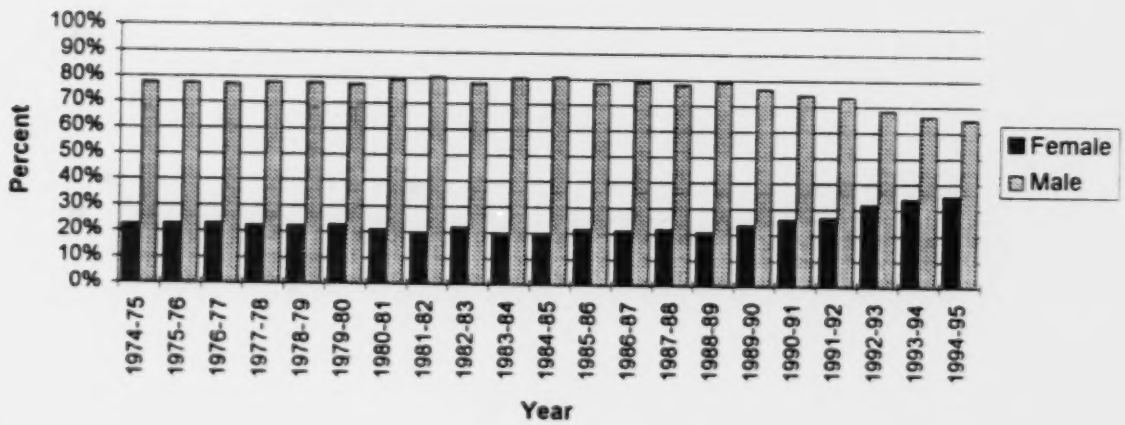


FIGURE 4
Full-time Assistant Professor by Sex, 1974 - 1994

INDIANA UNIVERSITY OF PENNSYLVANIA

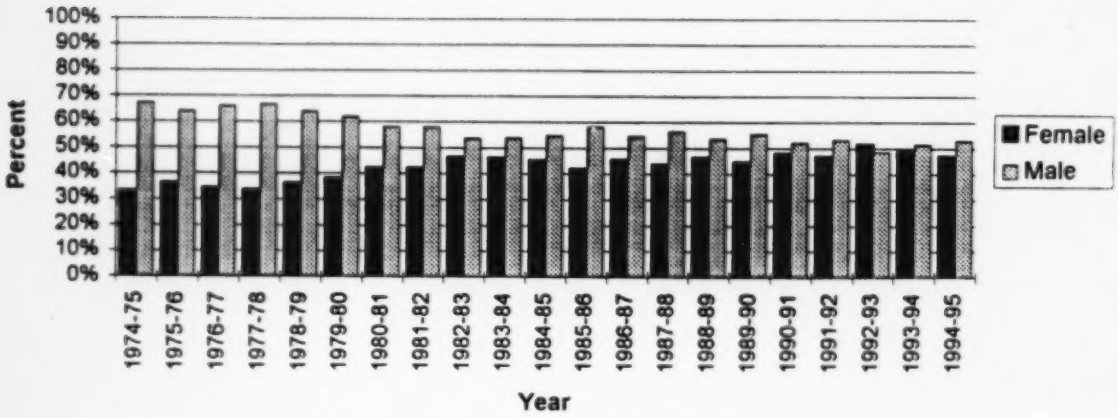


FIGURE 5
Full-time Instructor by Sex, 1974 - 1994

INDIANA UNIVERSITY OF PENNSYLVANIA

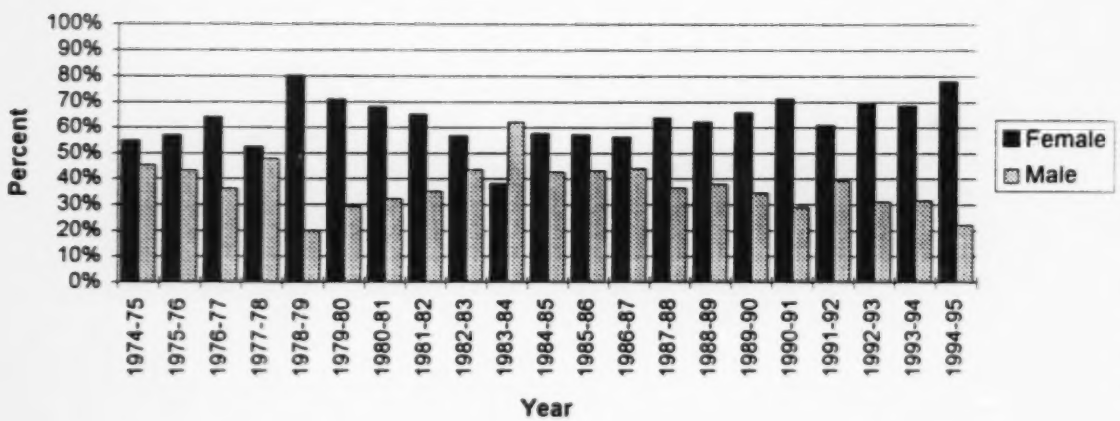
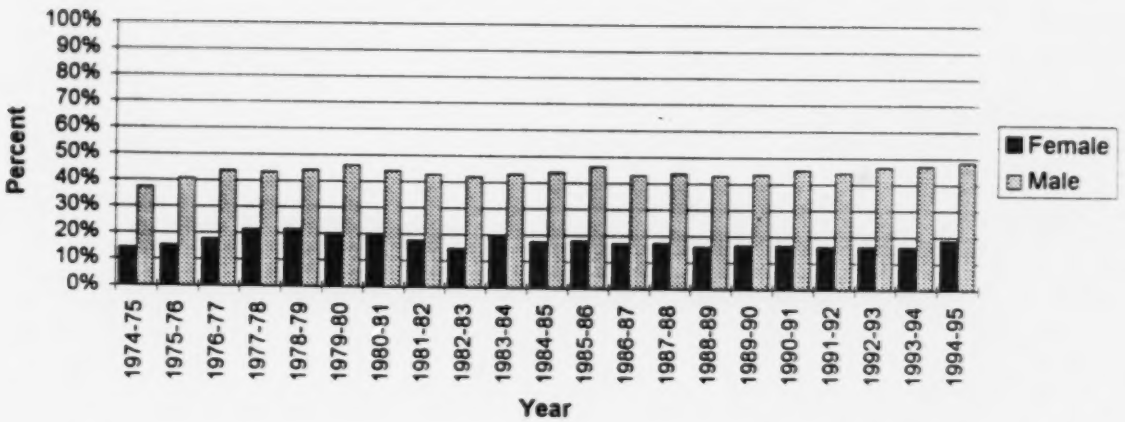


FIGURE 6

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

INDIANA UNIVERSITY OF PENNSYLVANIA



Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

FIGURE 7

Graduate Student FTE Enrollment by Sex, 1974 - 1994

INDIANA UNIVERSITY OF PENNSYLVANIA

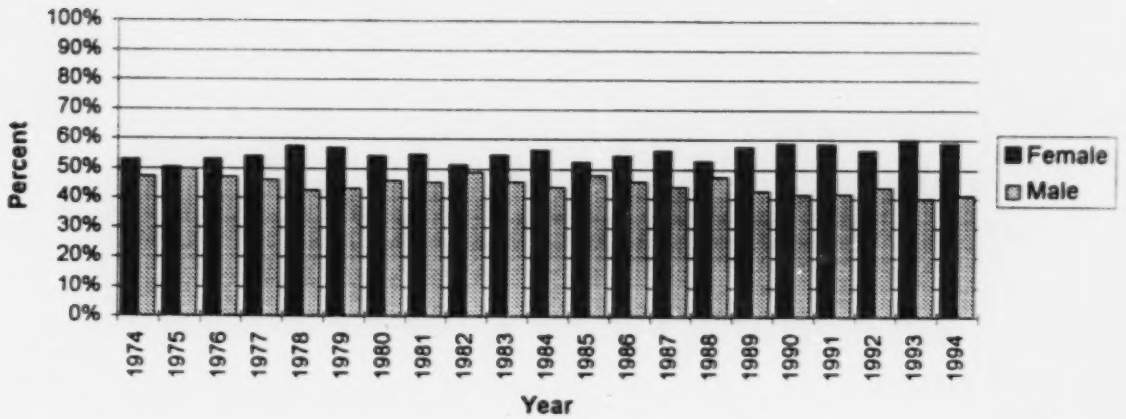


FIGURE 8

Undergraduate Student FTE Enrollment by Sex, 1974 - 1994

INDIANA UNIVERSITY OF PENNSYLVANIA

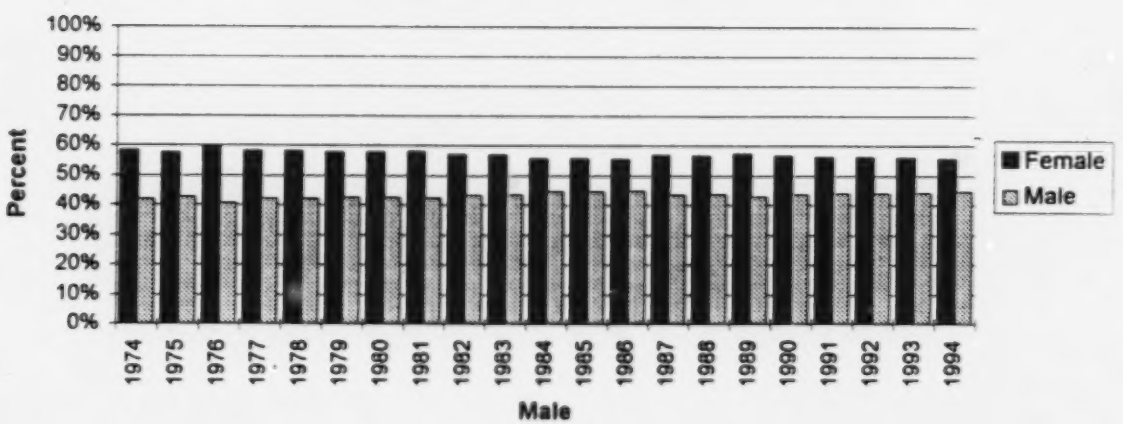
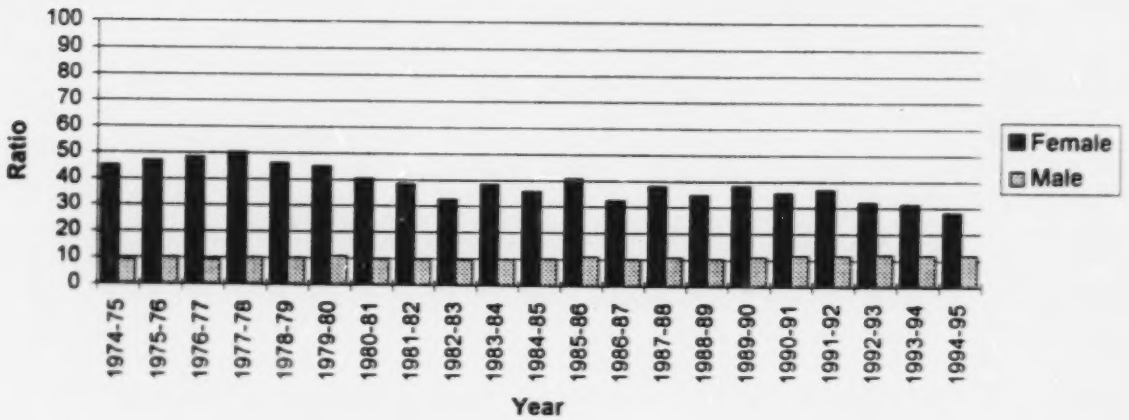


FIGURE 9

Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Sex, 1974 - 1994

INDIANA UNIVERSITY OF PENNSYLVANIA



Note: The ratio of female undergraduate student FTE enrollment to one full-time female faculty was determined by dividing the female undergraduate FTE enrollment by the number of full-time female faculty. The same calculation was used to determine the male ratio.

245

KUTZTOWN UNIVERSITY OF PENNSYLVANIA

FIGURE 1
Full-time Total Faculty by Sex, 1974 - 1994

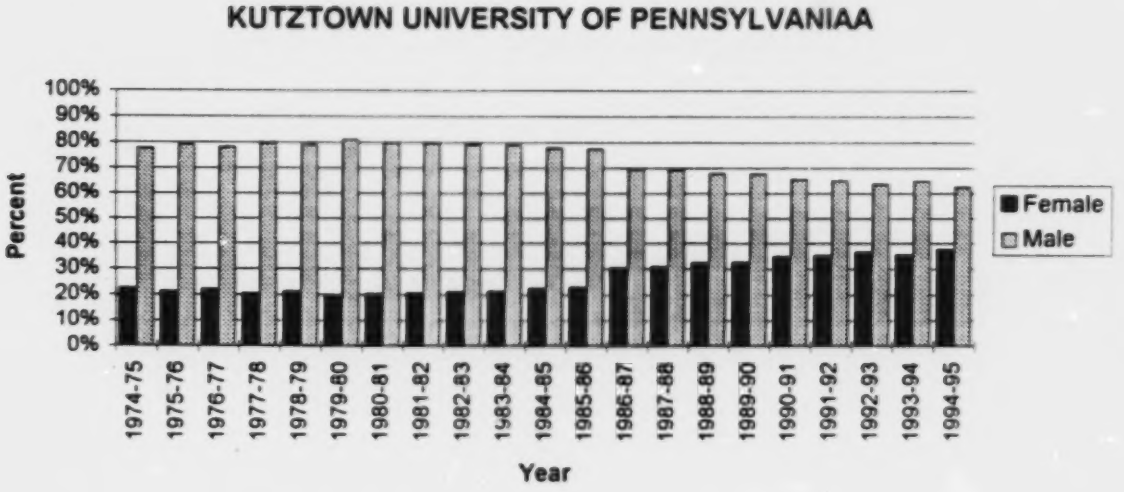


FIGURE 2
Full-time Professor by Sex, 1974 - 1994

KUTZTOWN UNIVERSITY OF PENNSYLVANIA

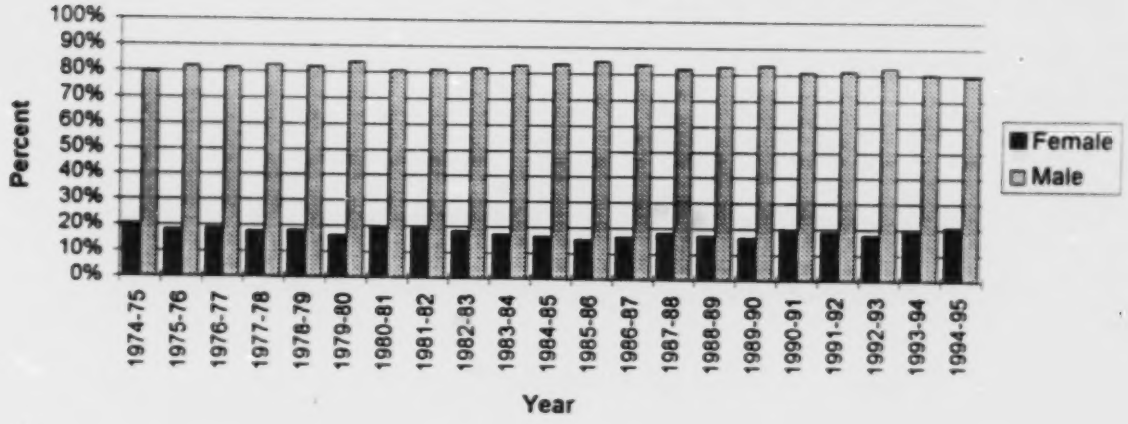


FIGURE 3
Full-time Associate Professor by Sex, 1974 - 1994

KUTZTOWN UNIVERSITY OF PENNSYLVANIA

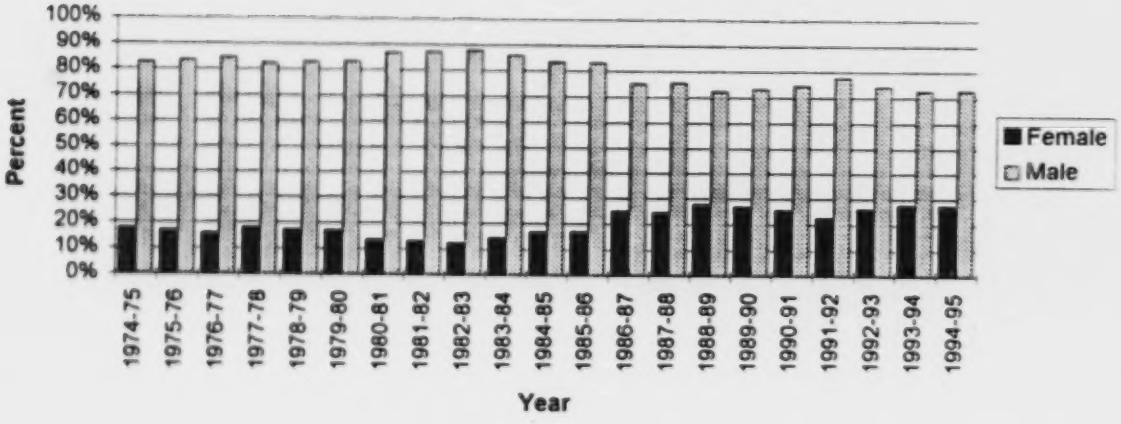


FIGURE 4
Full-time Assistant Professor by Sex, 1974 - 1994

KUTZTOWN UNIVERSITY OF PENNSYLVANIA

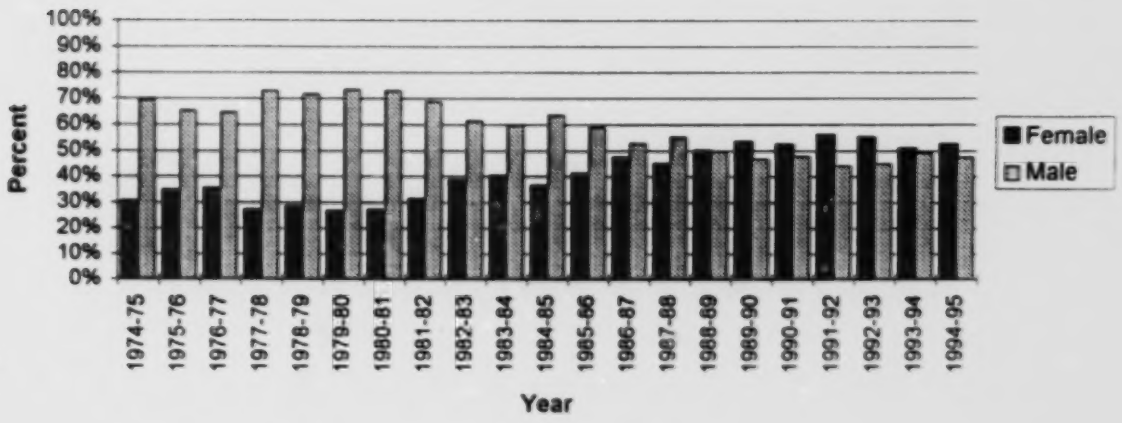


FIGURE 5
Full-time Instructor by Sex, 1974 - 1994

KUTZTOWN UNIVERSITY OF PENNSYLVANIA

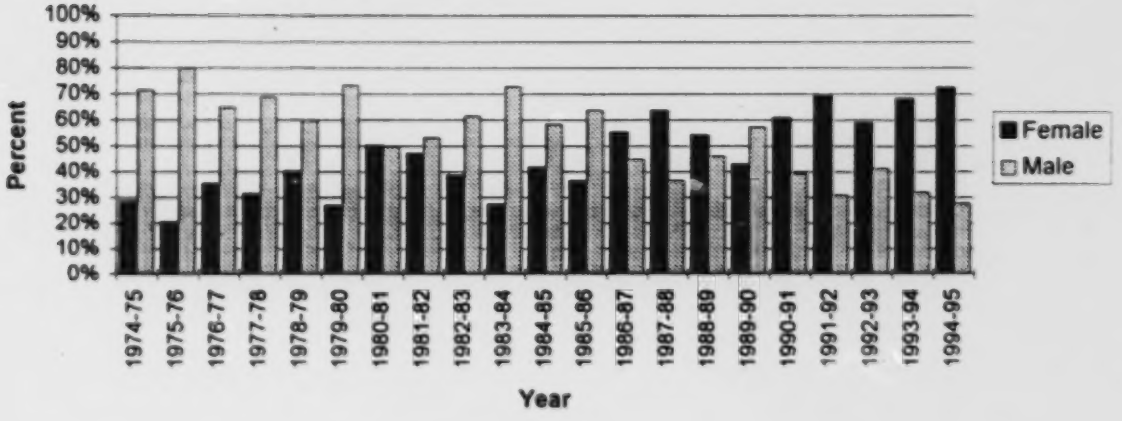
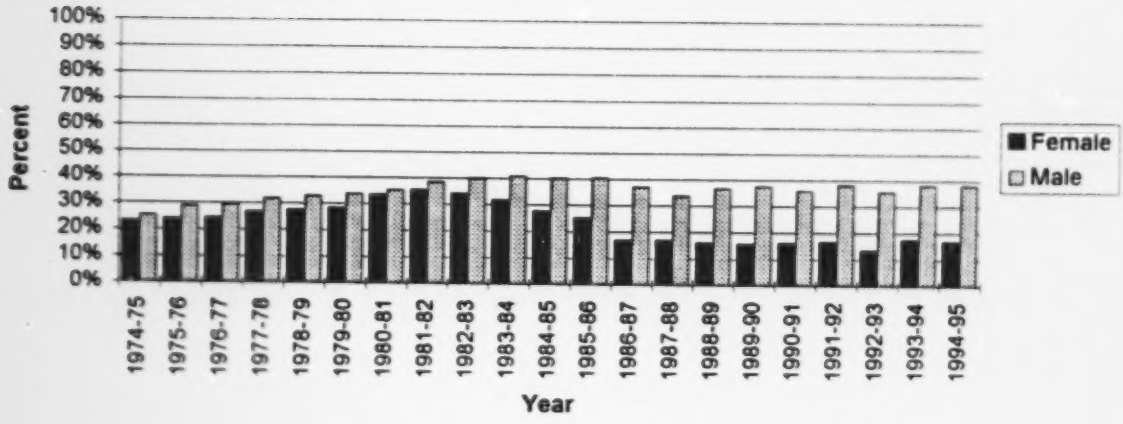


FIGURE 6

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

KUTZTOWN UNIVERSITY OF PENNSYLVANIA



Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

FIGURE 7

Graduate Student FTE Enrollment by Sex, 1974 - 1994

KUTZTOWN UNIVERSITY OF PENNSYLVANIA

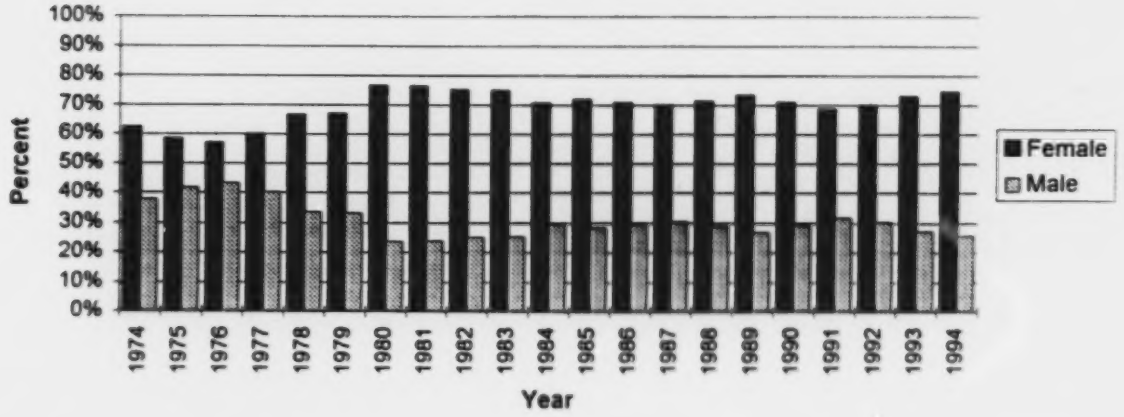


FIGURE 8

Undergraduate Student FTE Enrollment by Sex, 1974 - 1994

KUTZTOWN UNIVERSITY OF PENNSYLVANIA

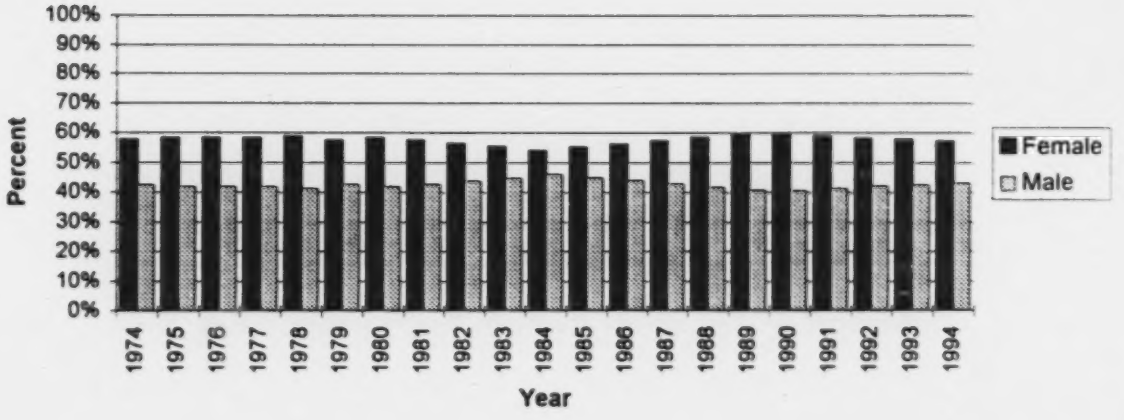
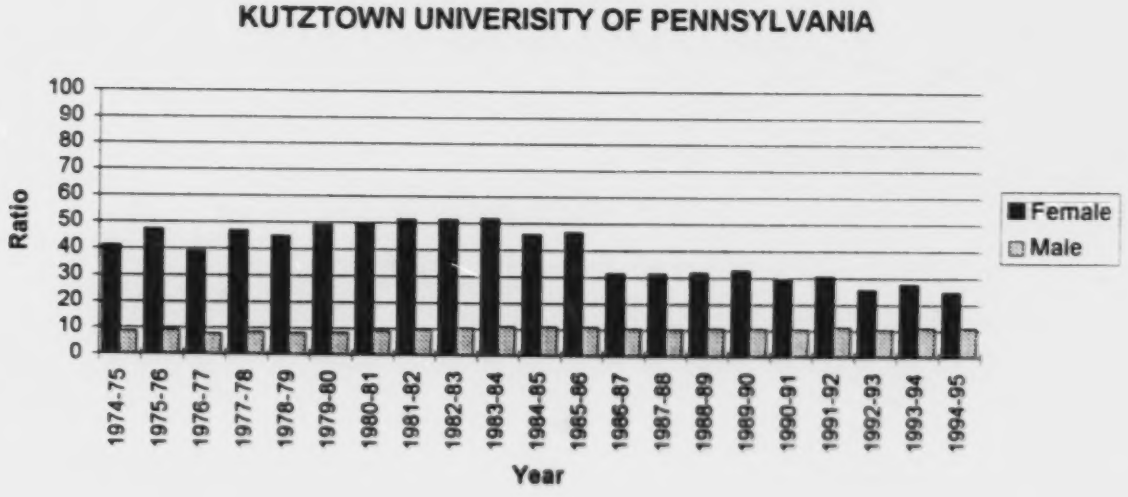


FIGURE 9

Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Sex, 1974 - 1994



Note: The ratio of female undergraduate student FTE enrollment to one full-time female faculty was determined by dividing the female undergraduate FTE enrollment by the number of full-time female faculty. The same calculation was used to determine the male ratio.

LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

FIGURE 1
Full-time Total Faculty by Sex, 1974 - 1994

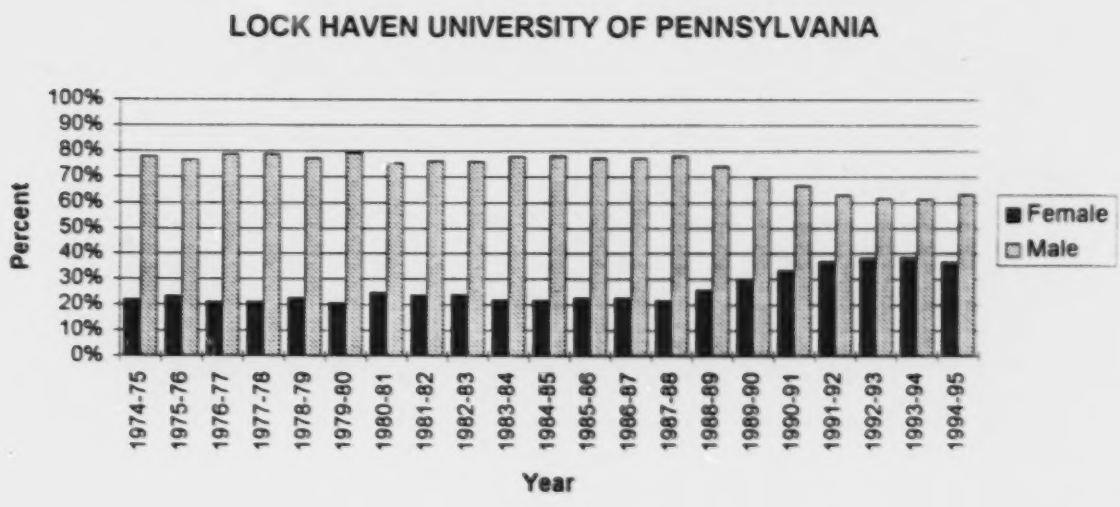


FIGURE 2
Full-time Professor by Sex, 1974 - 1994

LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

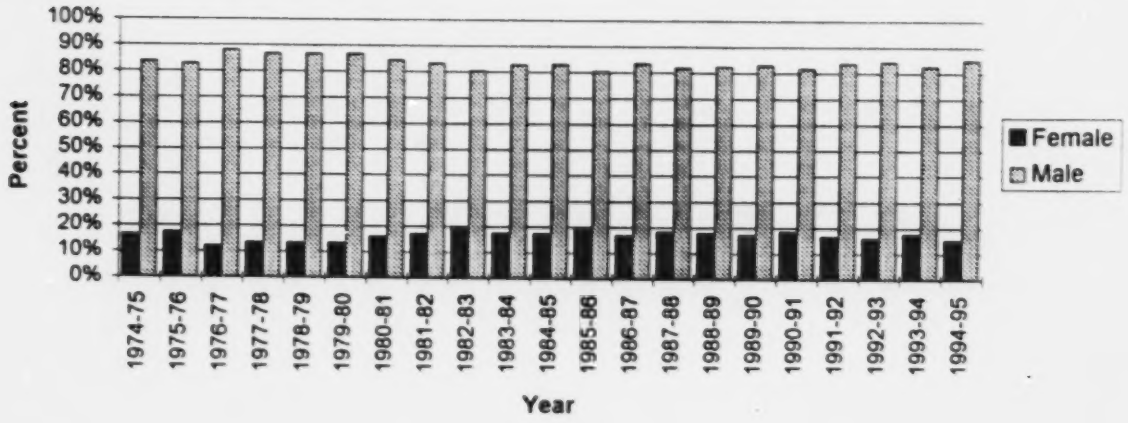


FIGURE 3
Full-time Associate Professor by Sex, 1974 - 1994

LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

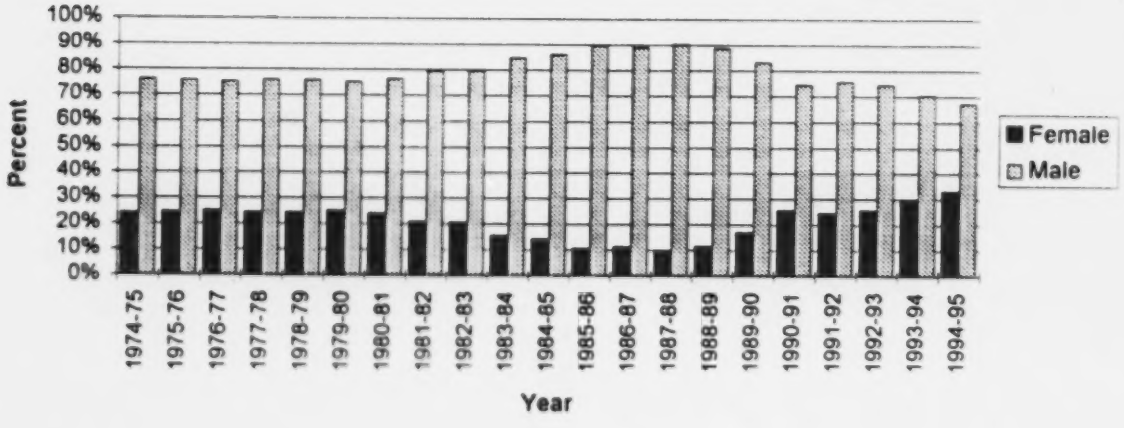


FIGURE 4
Full-time Assistant Professor by Sex, 1974 - 1994

LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

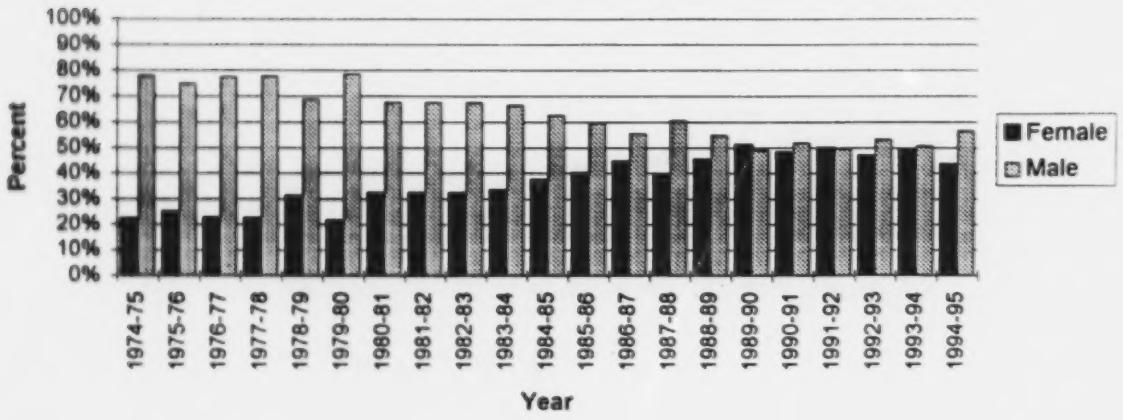


FIGURE 5
Full-time Instructor by Sex, 1974 - 1994

LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

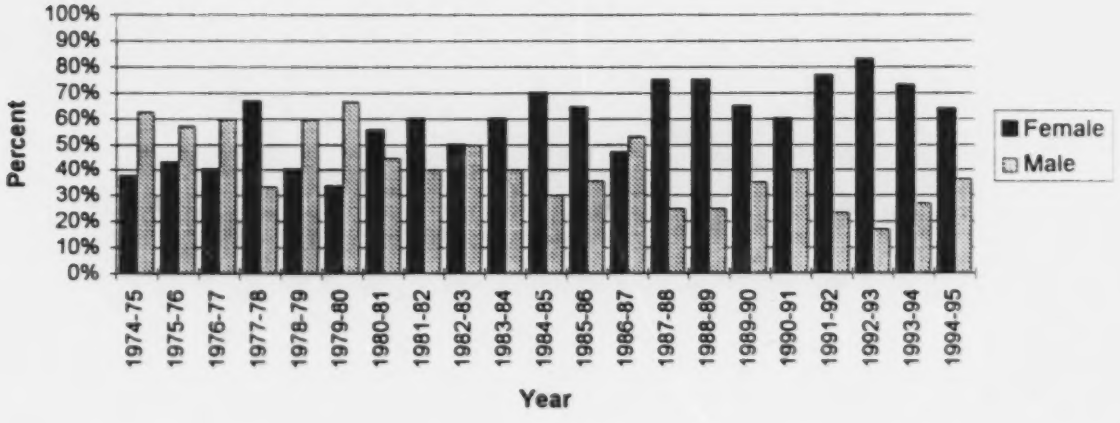
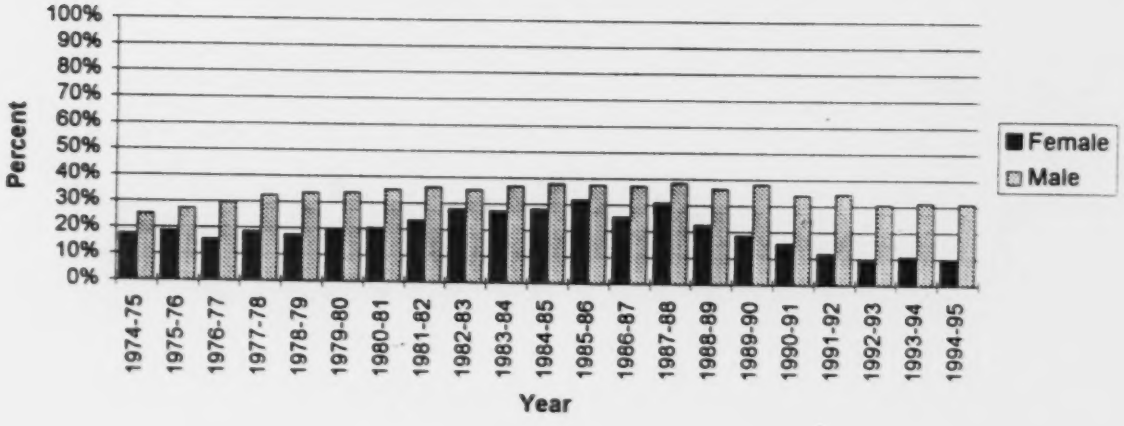


FIGURE 6

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994



Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

FIGURE 7

Graduate Student FTE Enrollment by Sex, 1974 - 1994

LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

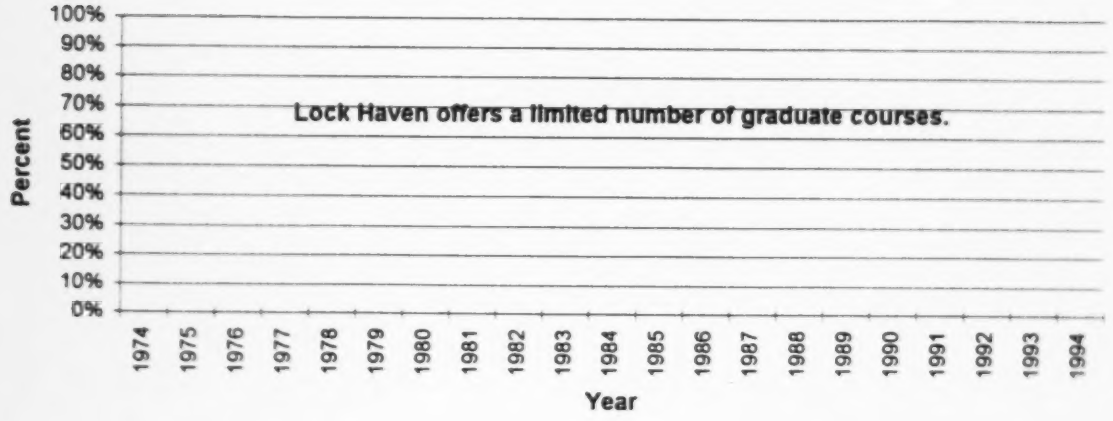


FIGURE 8

Undergraduate Student FTE Enrollment by Sex, 1974 - 1994

LOCK HAVEN UNIVERSITY OF PENNSYLVANIA

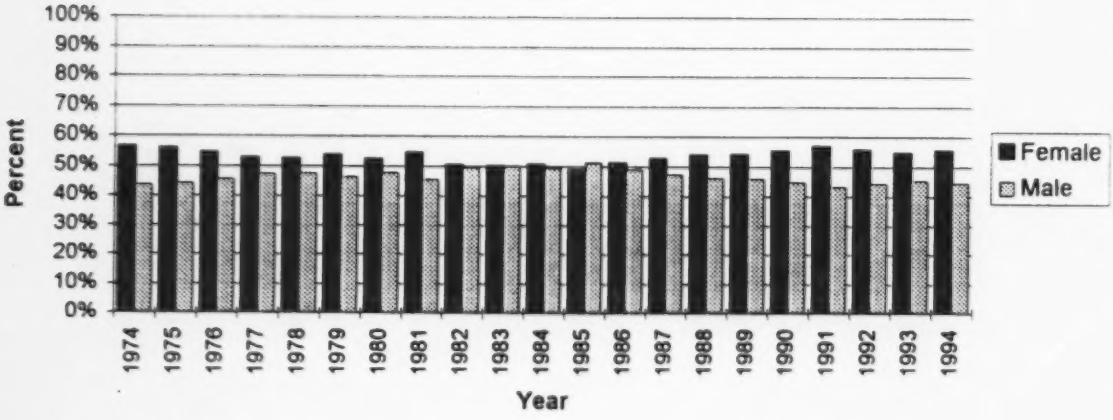
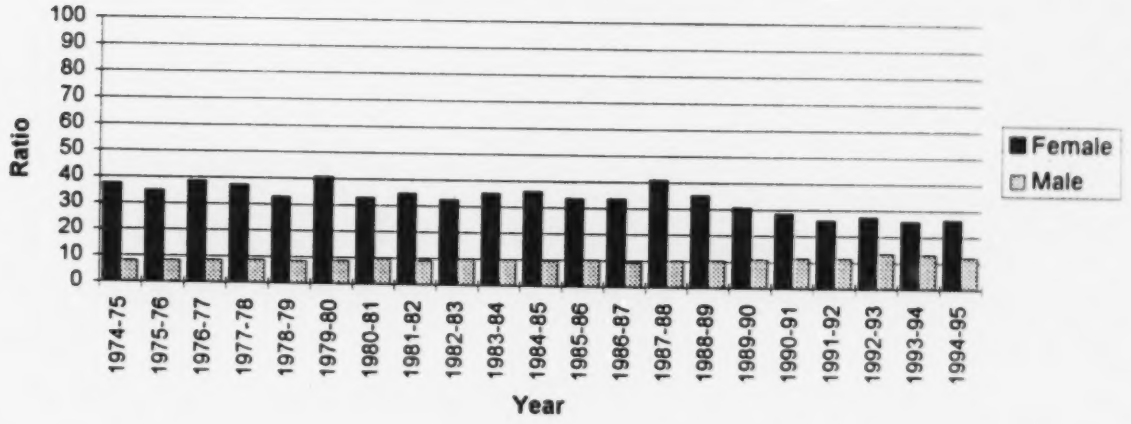


FIGURE 9

Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Sex, 1974 - 1994

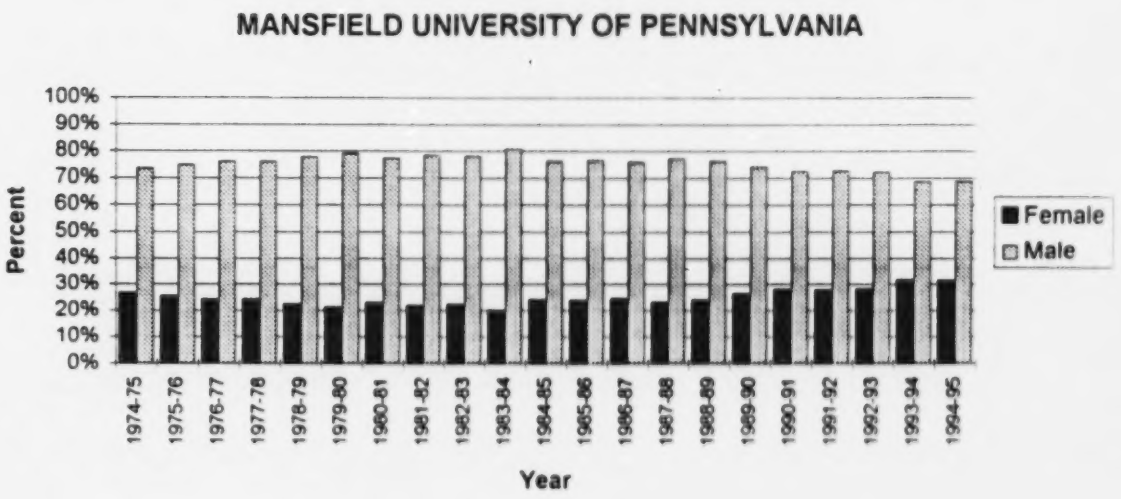
LOCK HAVEN UNIVERSITY OF PENNSYLVANIA



Note: The ratio of female undergraduate student FTE enrollment to one full-time female faculty was determined by dividing the female undergraduate FTE enrollment by the number of full-time female faculty. The same calculation was used to determine the male ratio.

MANSFIELD UNIVERSITY OF PENNSYLVANIA

FIGURE 1
Full-time Total Faculty by Sex, 1974 - 1994



238

FIGURE 2
Full-time Professor by Sex, 1974 - 1994

MANSFIELD UNIVERSITY OF PENNSYLVANIA

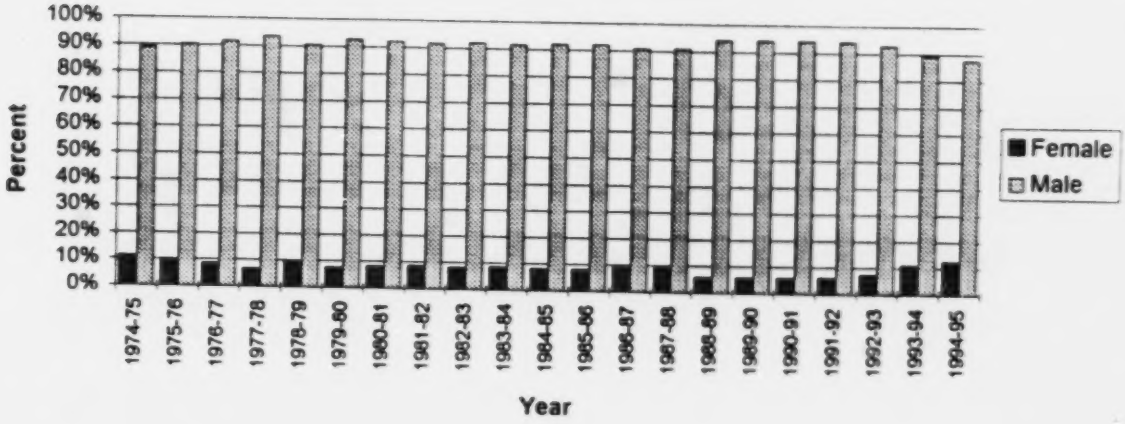


FIGURE 3
Full-time Associate Professor by Sex, 1974 - 1994

MANSFIELD UNIVERSITY OF PENNSYLVANIA

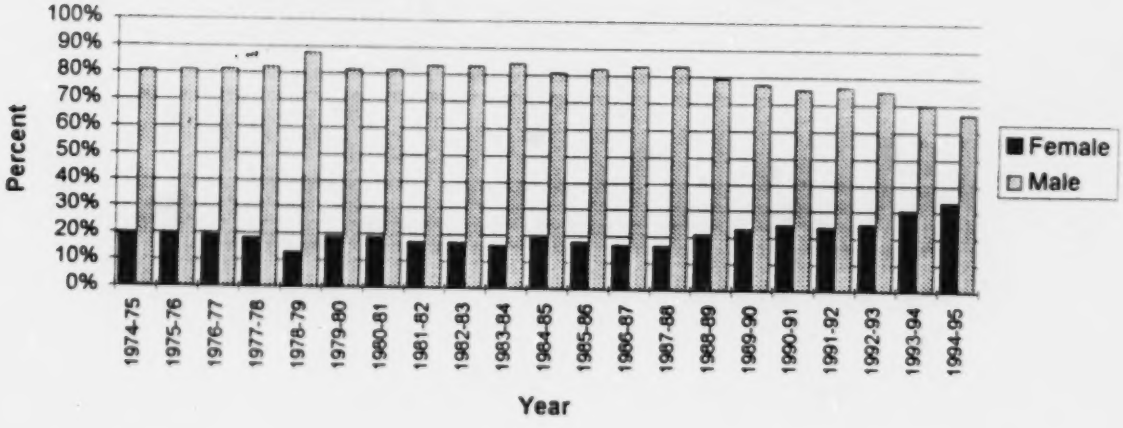


FIGURE 4
Full-time Assistant Professor by Sex, 1974 - 1994

MANSFIELD UNIVERSITY OF PENNSYLVANIA

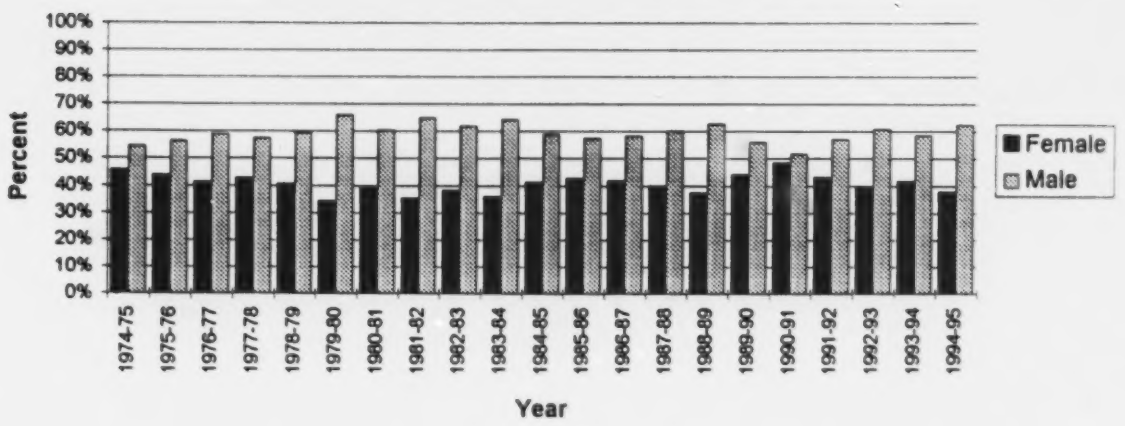


FIGURE 5
Full-time Instructor by Sex, 1974 - 1994

MANSFIELD UNIVERSITY OF PENNSYLVANIA

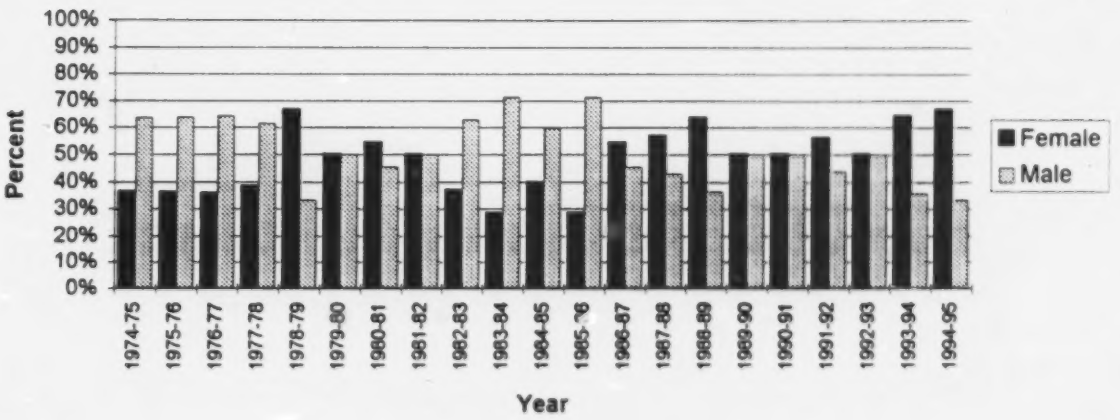
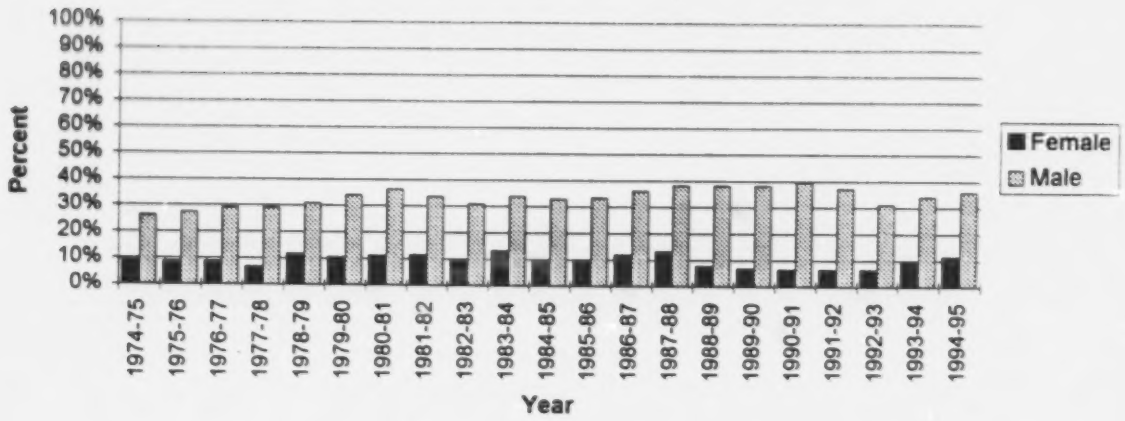


FIGURE 6

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

MANSFIELD UNIVERSITY OF PENNSYLVANIA



Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

FIGURE 7

Graduate Student FTE Enrollment by Sex, 1974 - 1994

MANSFIELD UNIVERSITY OF PENNSYLVANIA

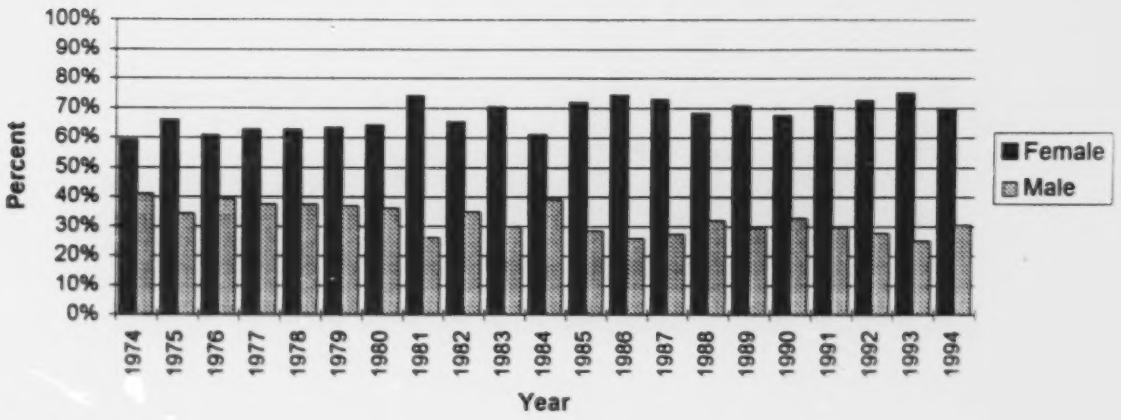


FIGURE 8

Undergraduate Student FTE Enrollment by Sex, 1974 - 1994

MANSFIELD UNIVERSITY OF PENNSYLVANIA

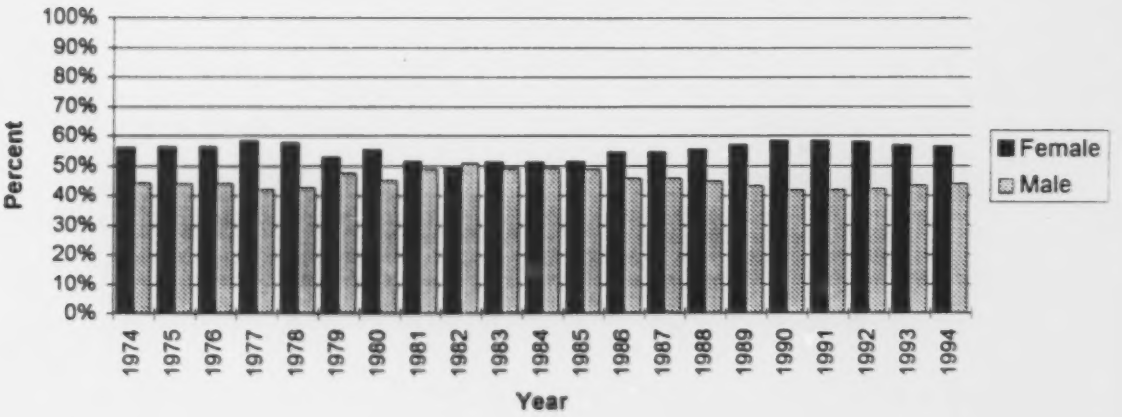
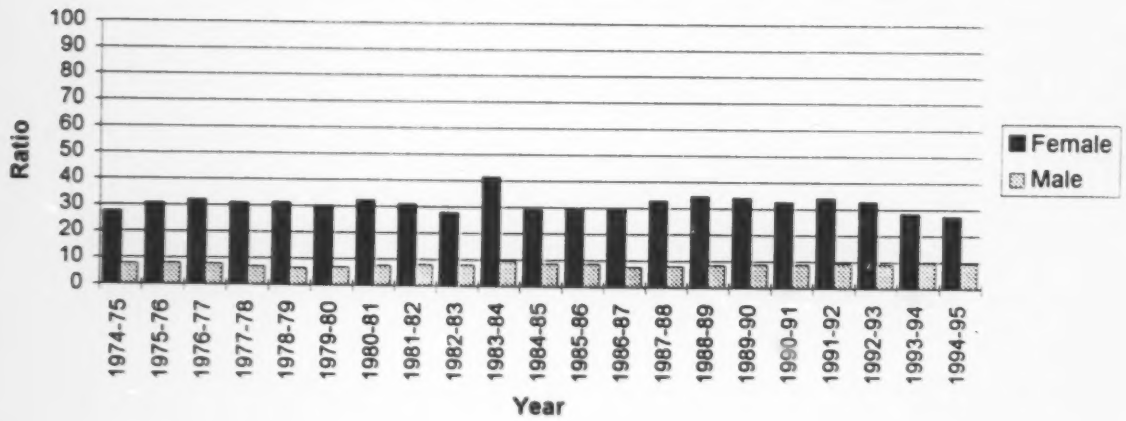


FIGURE 9

Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Sex, 1974 - 1994

MANSFIELD UNIVERSITY OF PENNSYLVANIA



Note: The ratio of female undergraduate student FTE enrollment to one full-time female faculty was determined by dividing the female undergraduate FTE enrollment by the number of full-time female faculty. The same calculation was used to determine the male ratio.

MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

FIGURE 1
Full-time Total Faculty by Sex, 1974 - 1994

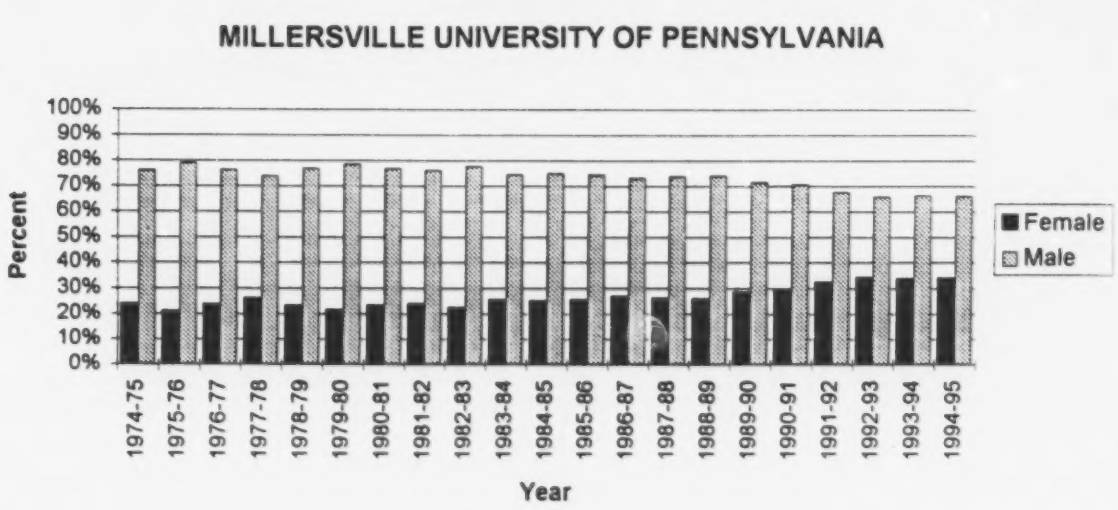


FIGURE 2
Full-time Professor by Sex, 1974 - 1994

MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

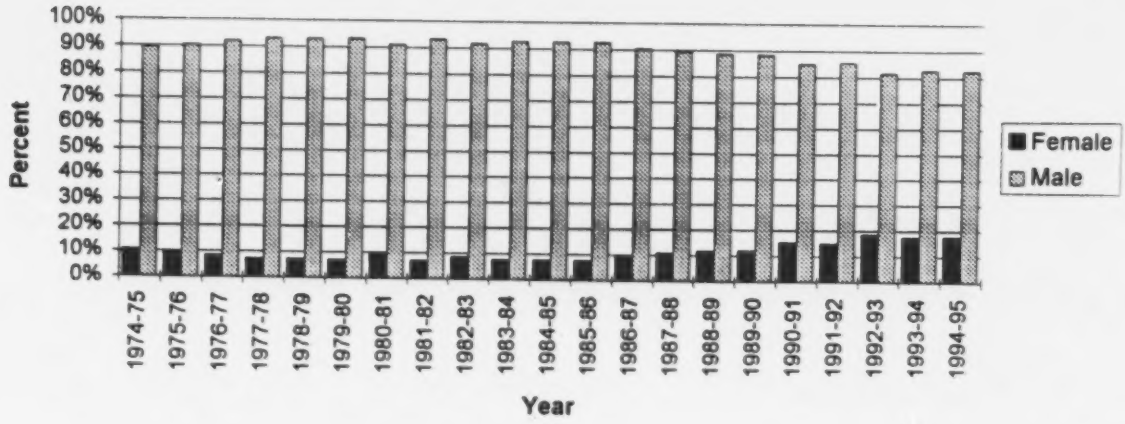


FIGURE 3
Full-time Associate Professor by Sex, 1974 - 1994

MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

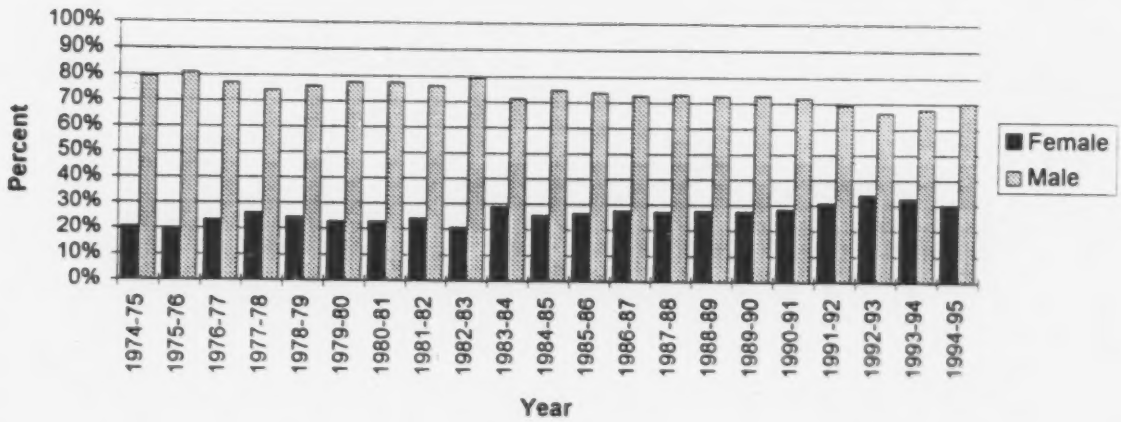


FIGURE 4
Full-time Assistant Professor by Sex, 1974 - 1994

MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

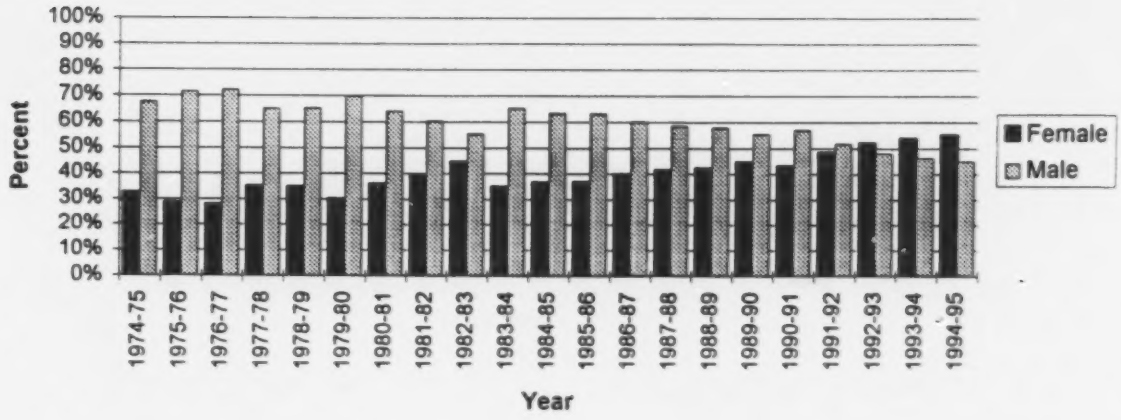


FIGURE 5
Full-time Instructor by Sex, 1974 - 1994

MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

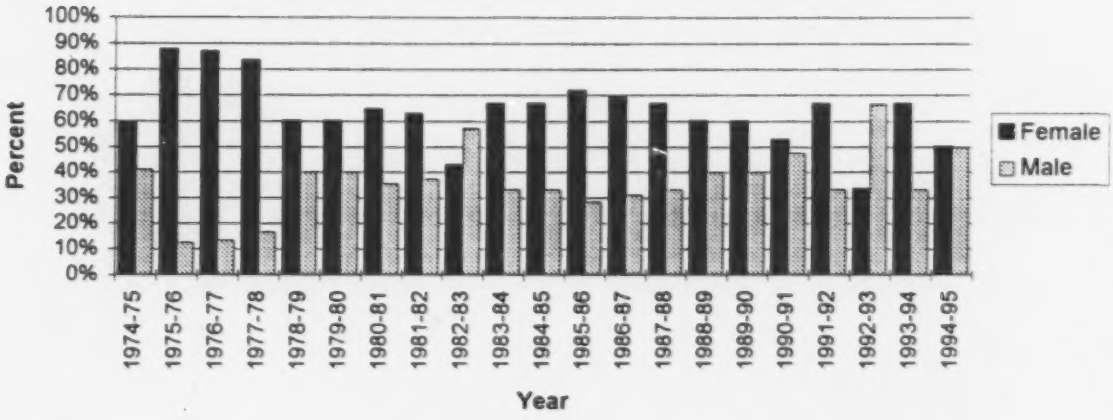
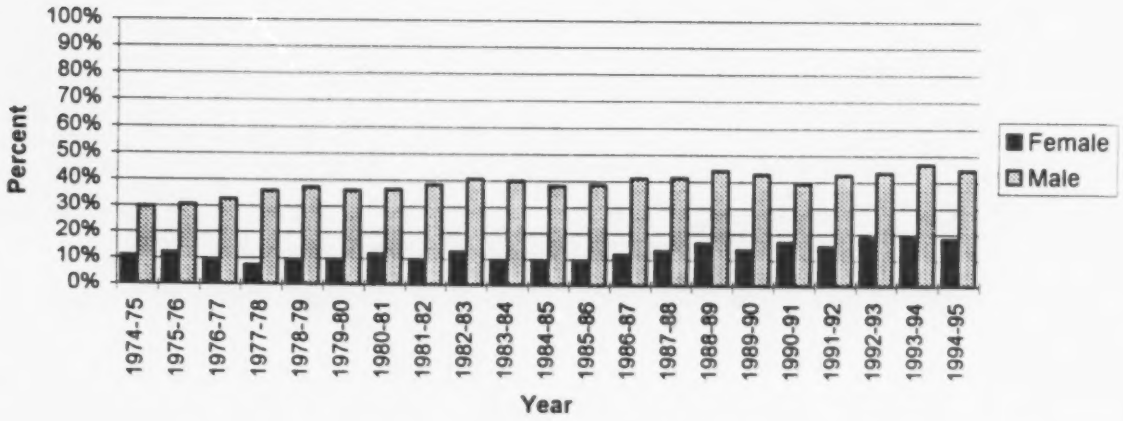


FIGURE 6

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

MILLERSVILLE UNIVERSITY OF PENNSYLVANIA



Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

FIGURE 7

Graduate Student FTE Enrollment by Sex, 1974 - 1994

MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

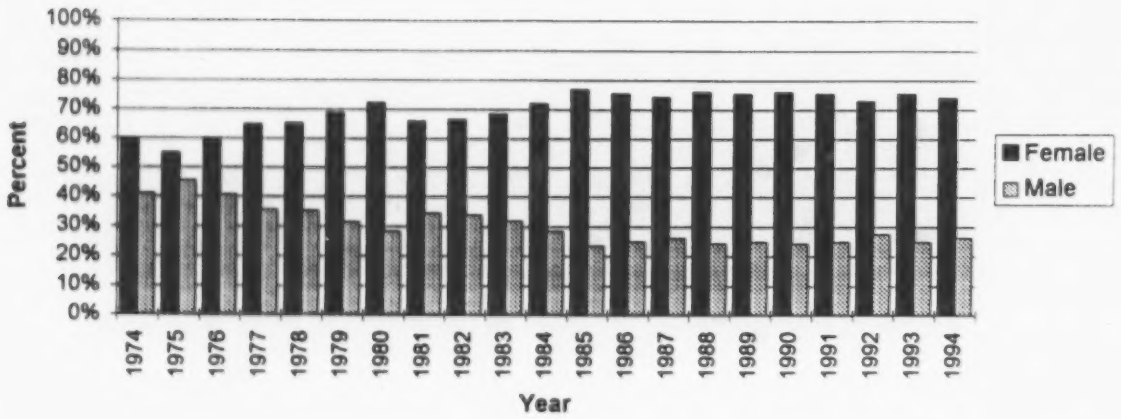


FIGURE 8

Undergraduate Student FTE Enrollment by Sex, 1974 - 1994

MILLERSVILLE UNIVERSITY OF PENNSYLVANIA

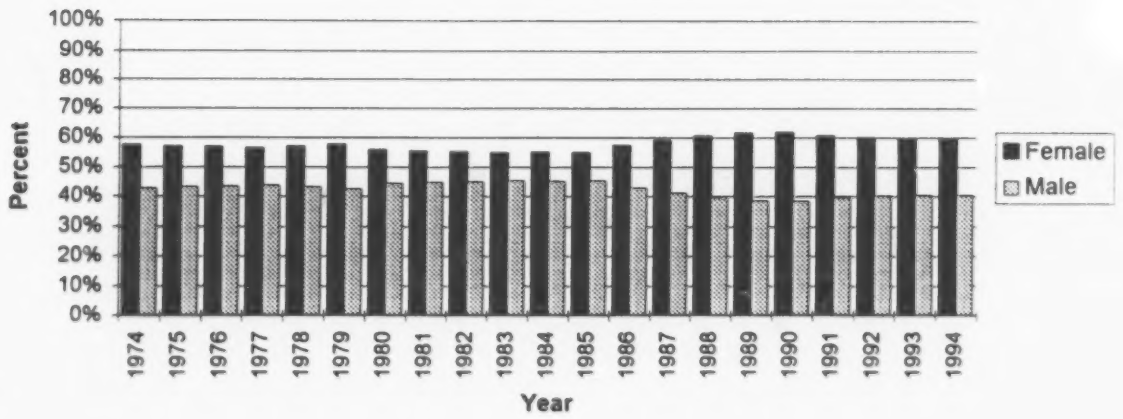
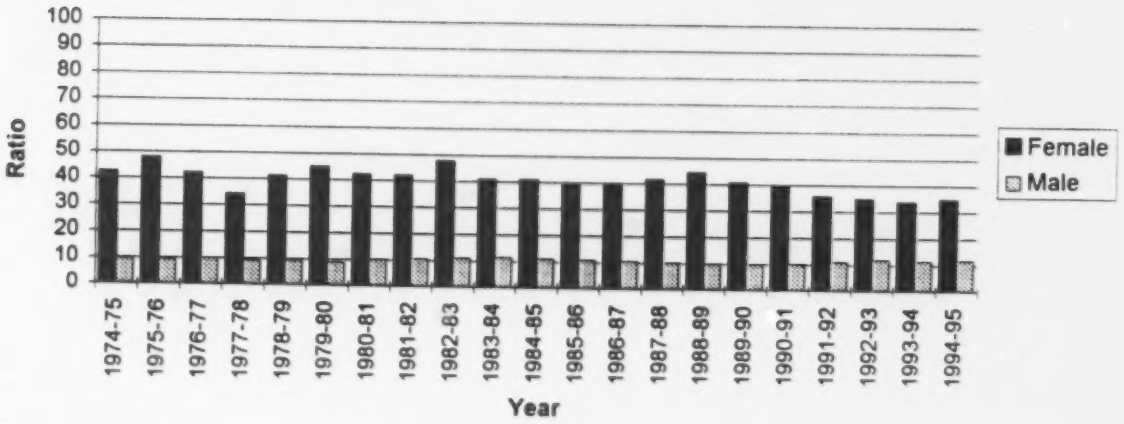


FIGURE 9

Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Sex, 1974 - 1994

MILLERSVILLE UNIVERSITY OF PENNSYLVANIA



Note: The ratio of female undergraduate student FTE enrollment to one full-time female faculty was determined by dividing the female undergraduate FTE enrollment by the number of full-time female faculty. The same calculation was used to determine the male ratio.

SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

FIGURE 1
Full-time Total Faculty by Sex, 1974 - 1994

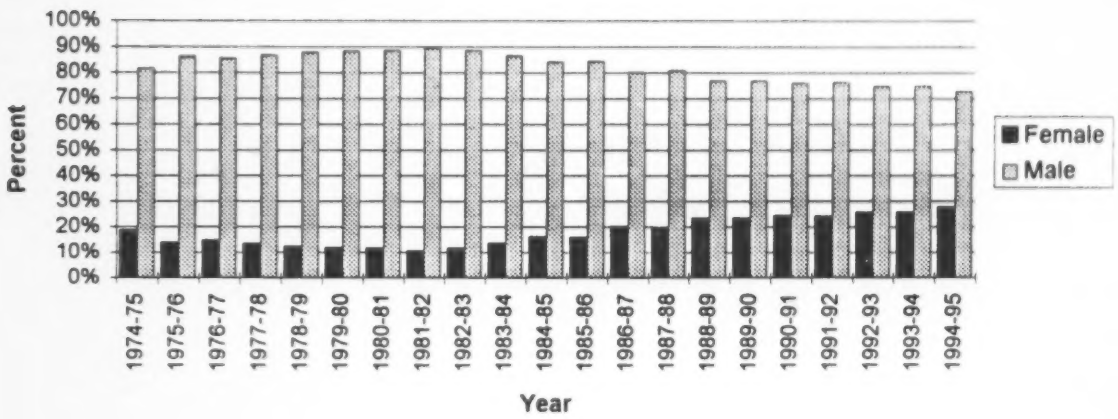


FIGURE 2
Full-time Professor by Sex, 1974 - 1994

SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

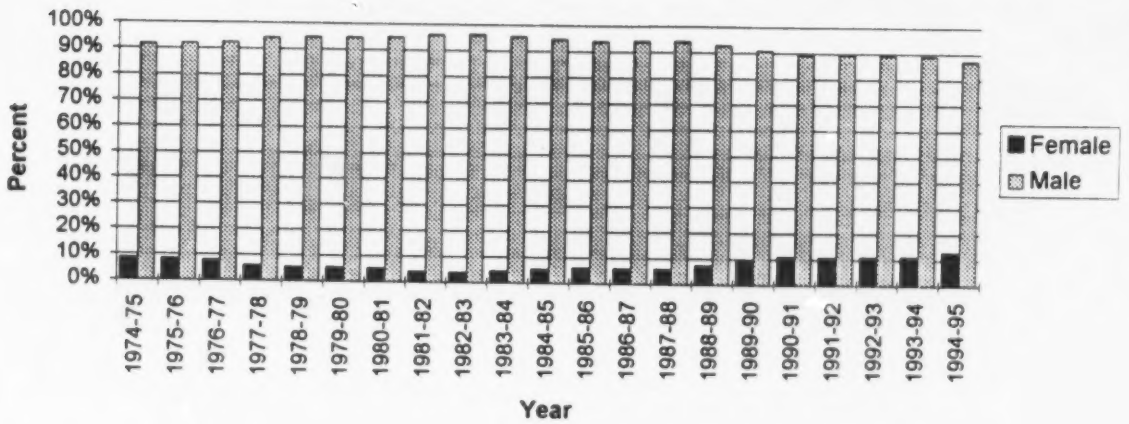


FIGURE 3
Full-time Associate Professor by Sex, 1974 - 1994

SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

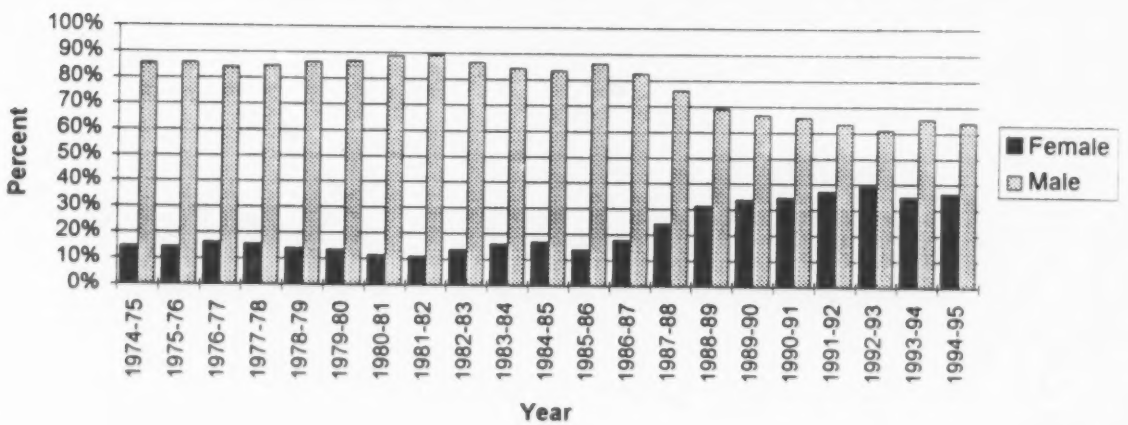


FIGURE 4
Full-time Assistant Professor by Sex, 1974 - 1994

SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

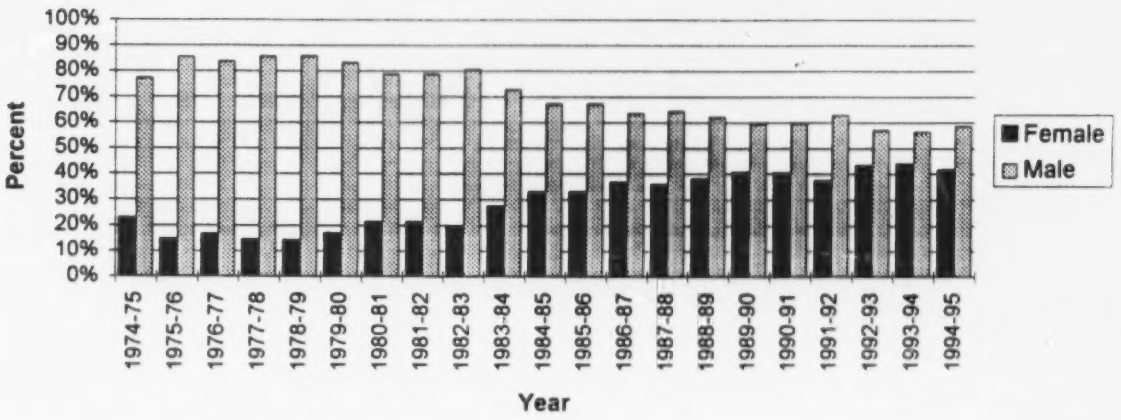


FIGURE 5
Full-time Instructor by Sex, 1974 - 1994

SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

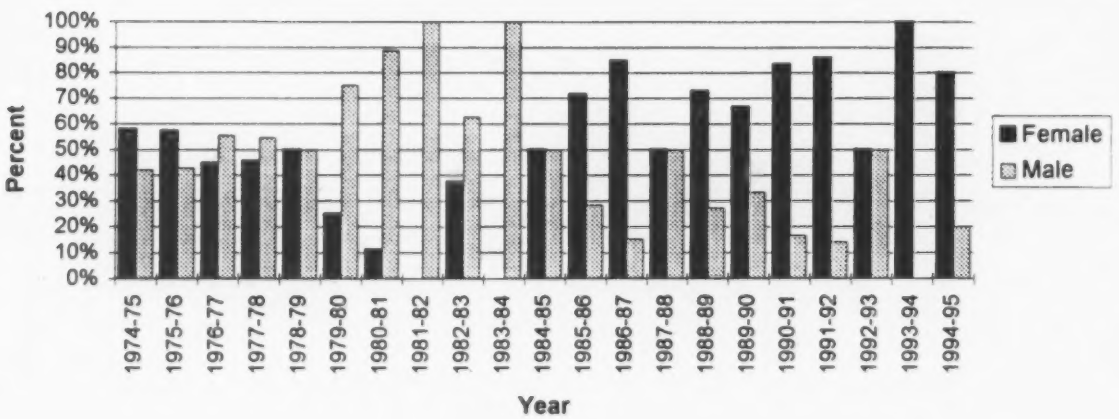
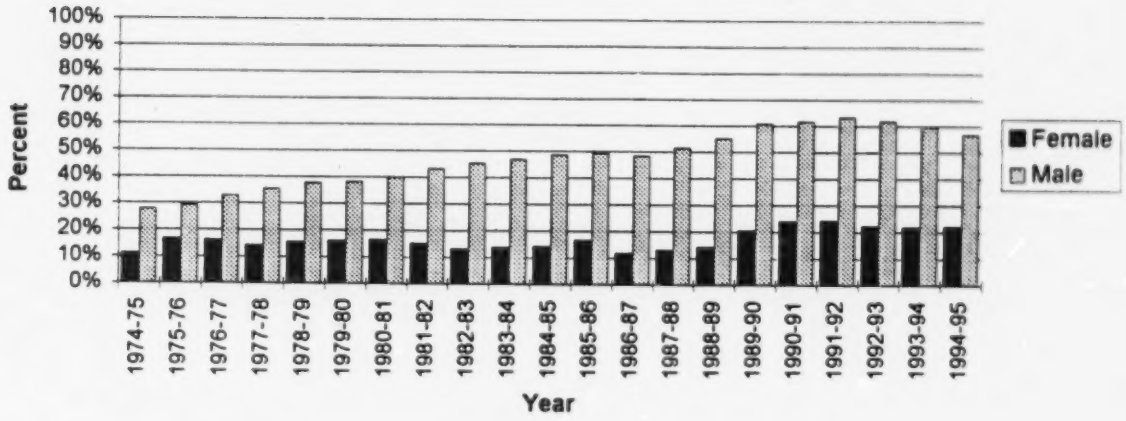


FIGURE 6

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994

SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA



Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

FIGURE 7

Graduate Student FTE Enrollment by Sex, 1974 - 1994

SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

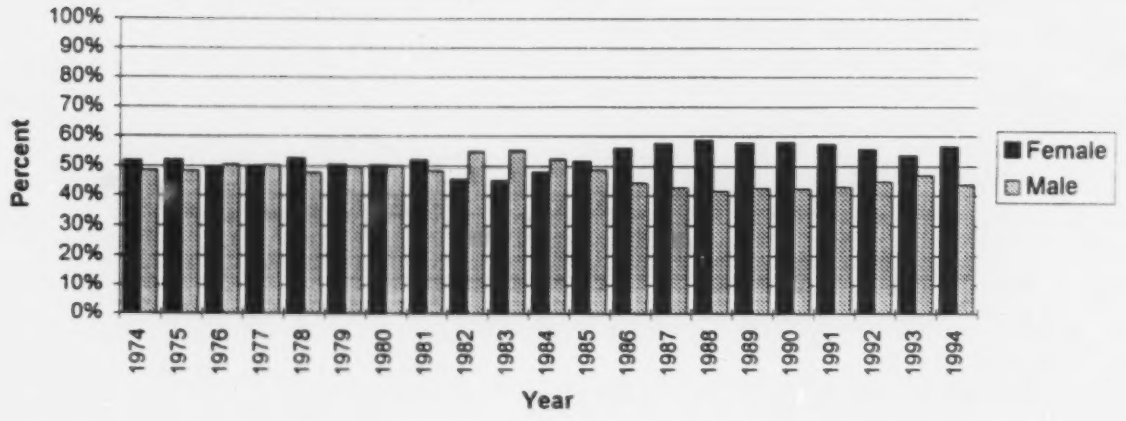


FIGURE 8

Undergraduate Student FTE Enrollment by Sex, 1974 - 1994

SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA

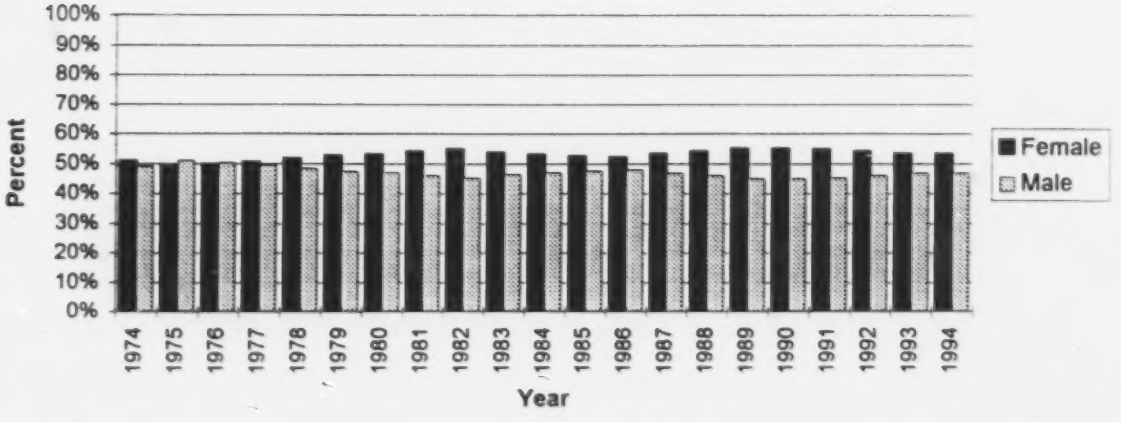
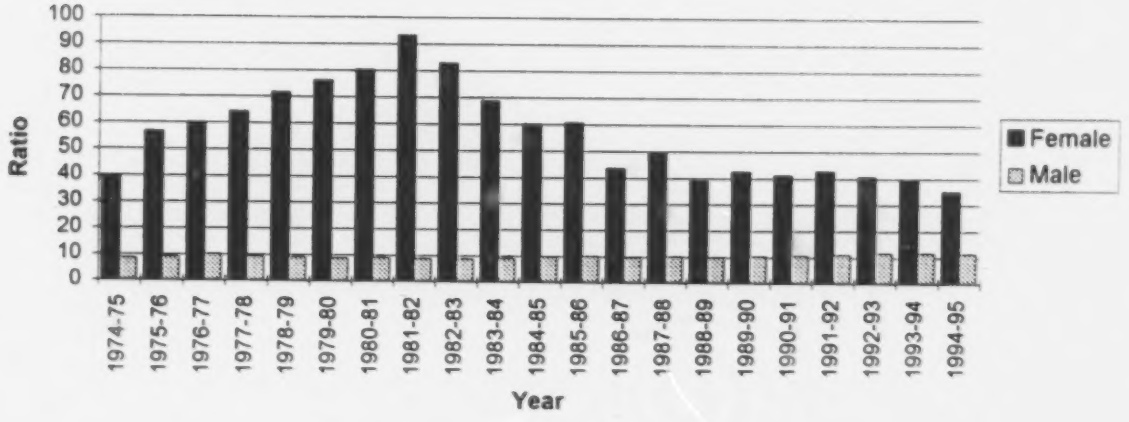


FIGURE 9

Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Sex, 1974 - 1994

SHIIPPENSBURG UNIVERSITY OF PENNSYLVANIA



Note: The ratio of female undergraduate student FTE enrollment to one full-time female faculty was determined by dividing the female undergraduate FTE enrollment by the number of full-time female faculty. The same calculation was used to determine the male ratio.

SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

FIGURE 1
Full-time Total Faculty by Sex, 1974 - 1994

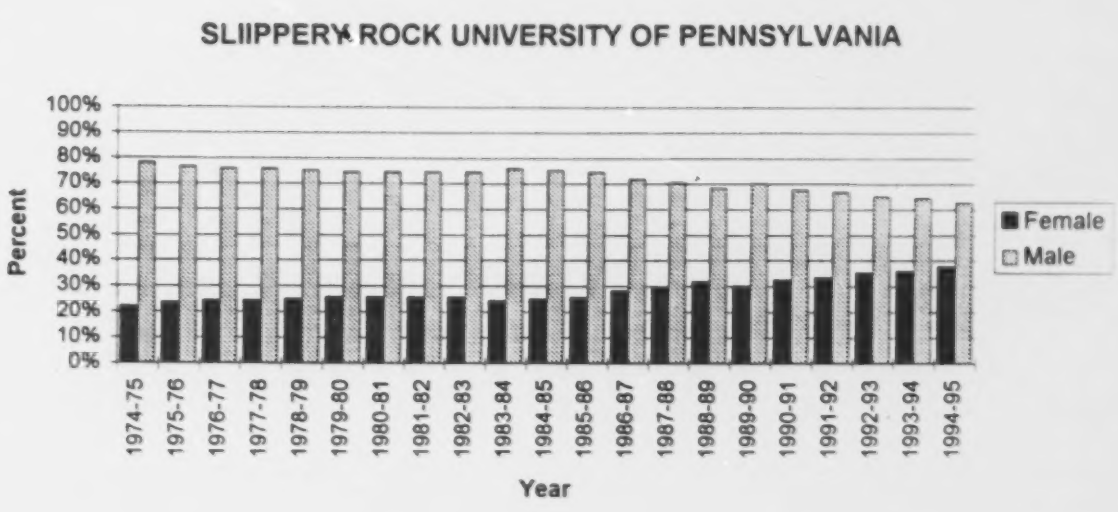


FIGURE 2
Full-time Professor by Sex, 1974 - 1994

SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

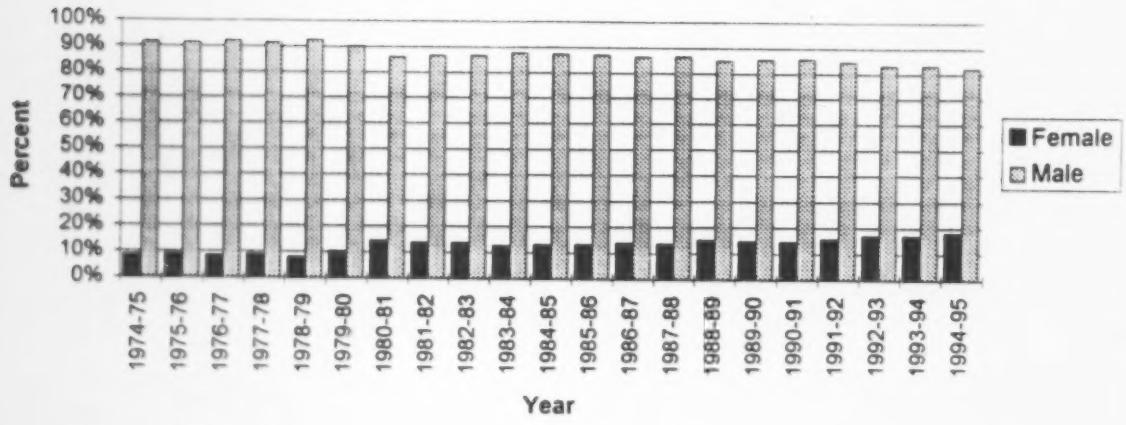


FIGURE 3
Full-time Associate Professor by Sex, 1974 - 1994

SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

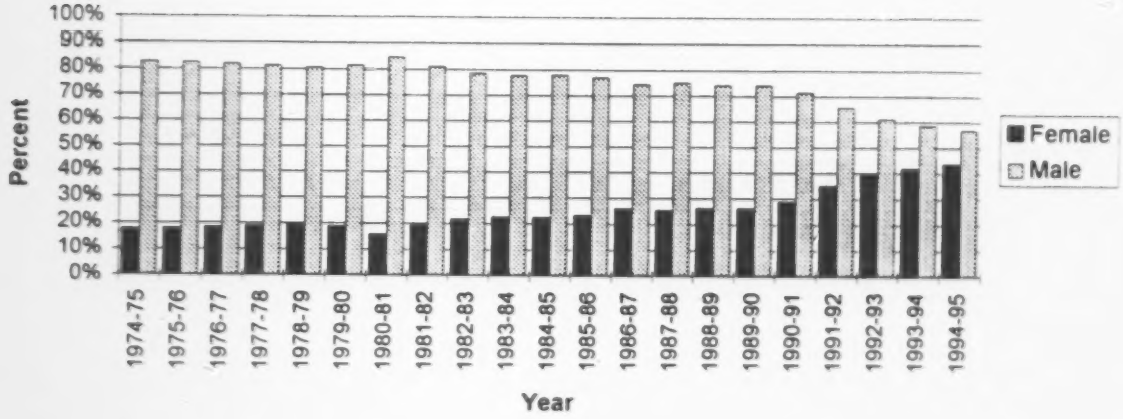


FIGURE 4
Full-time Assistant Professor by Sex, 1974 - 1994

SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

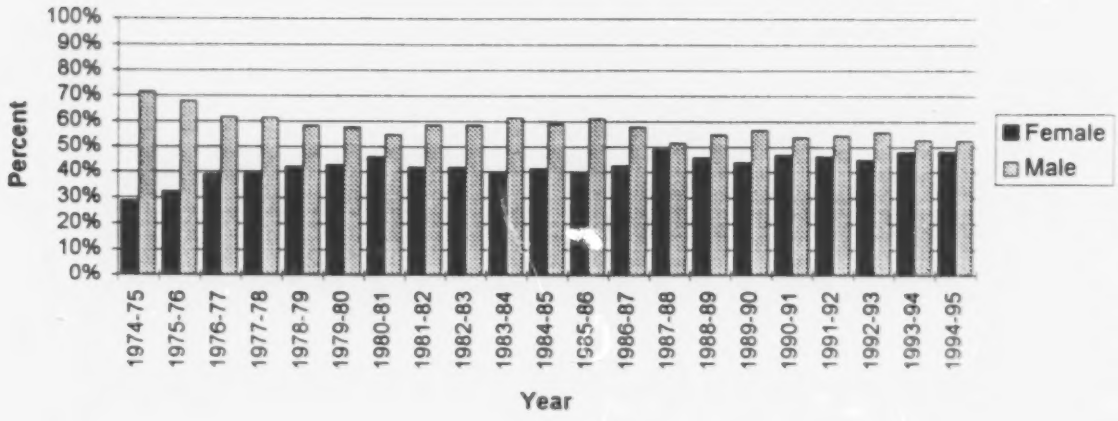


FIGURE 5
Full-time Instructor by Sex, 1974 - 1994

SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

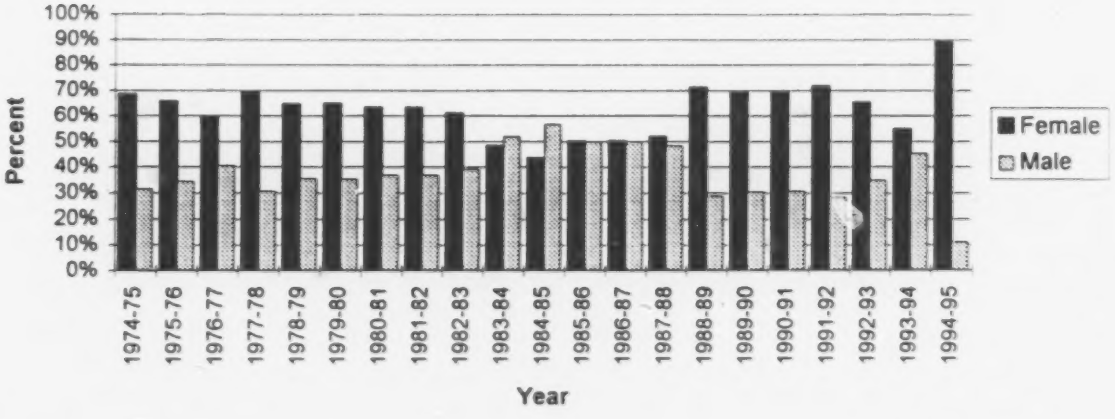
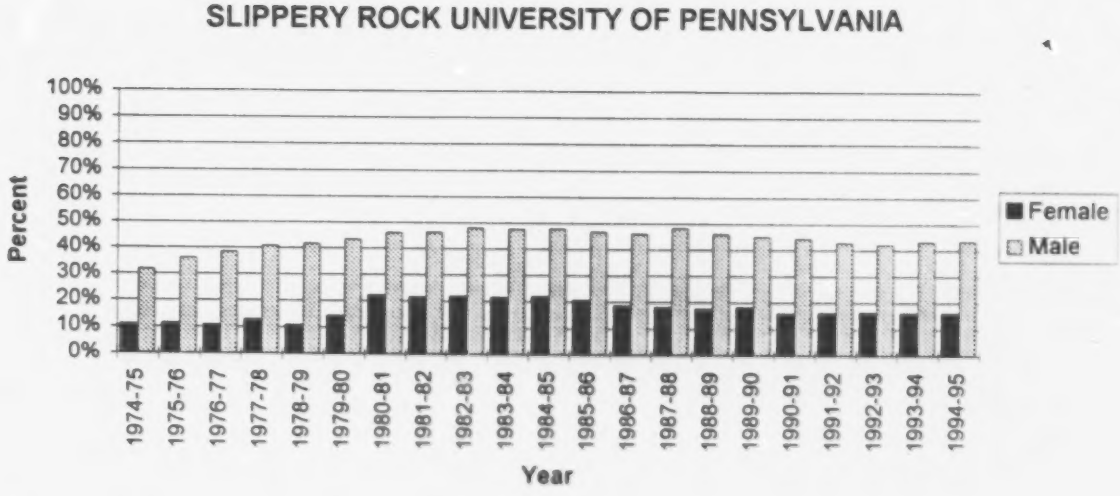


FIGURE 6

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994



Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

FIGURE 7

Graduate Student FTE Enrollment by Sex, 1974 - 1994

SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

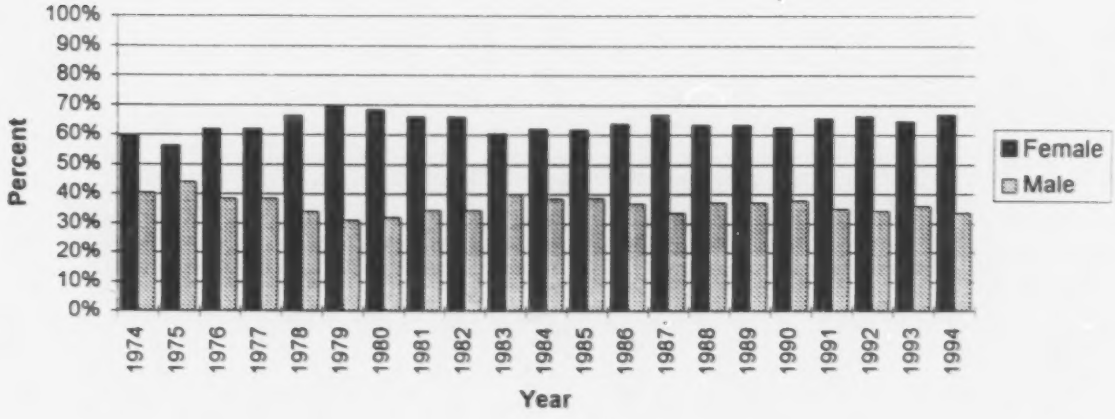


FIGURE 8

Undergraduate Student FTE Enrollment by Sex, 1974 - 1994

SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA

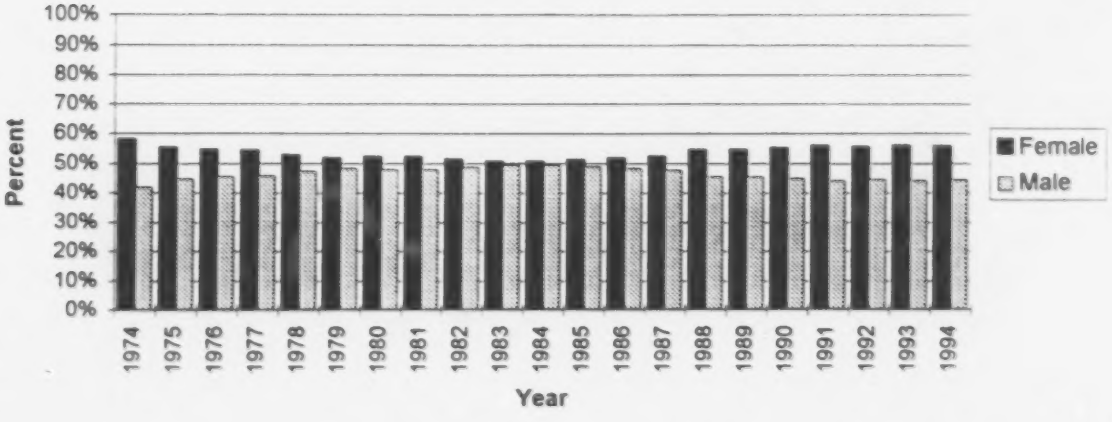
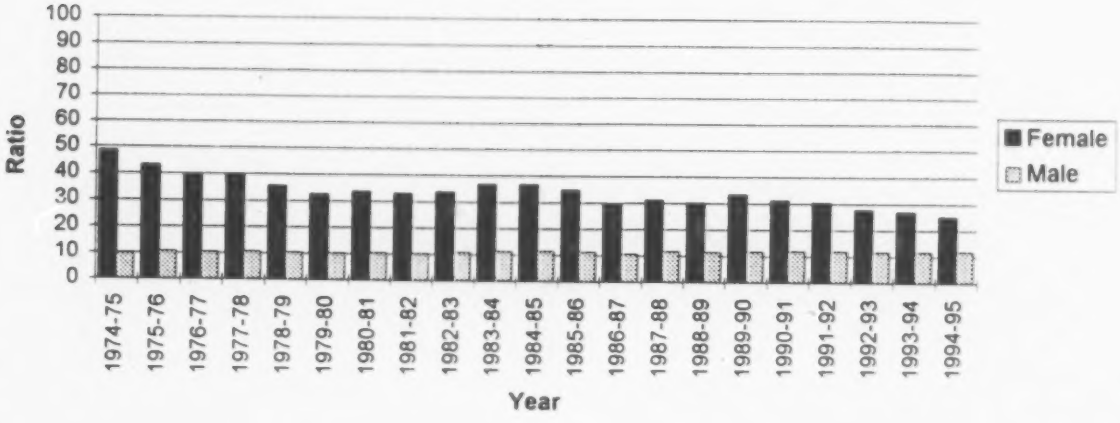


FIGURE 9

Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Sex, 1974 - 1994

SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA



Note: The ratio of female undergraduate student FTE enrollment to one full-time female faculty was determined by dividing the female undergraduate FTE enrollment by the number of full-time female faculty. The same calculation was used to determine the male ratio.

WEST CHESTER UNIVERSITY OF PENNSYLVANIA

FIGURE 1
Full-time Total Faculty by Sex, 1974 - 1994

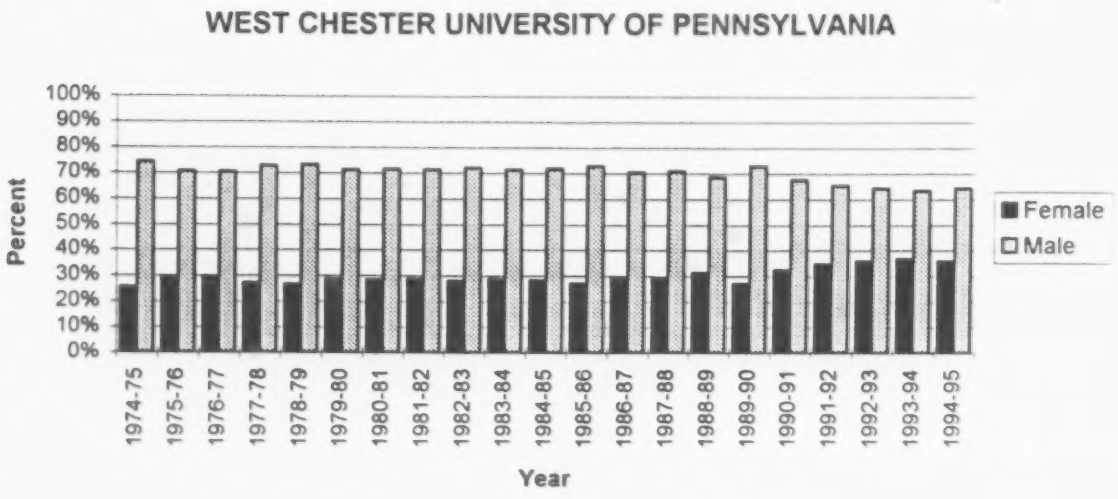


FIGURE 2
Full-time Professor by Sex, 1974 - 1994

WEST CHESTER UNIVERSITY OF PENNSYLVANIA

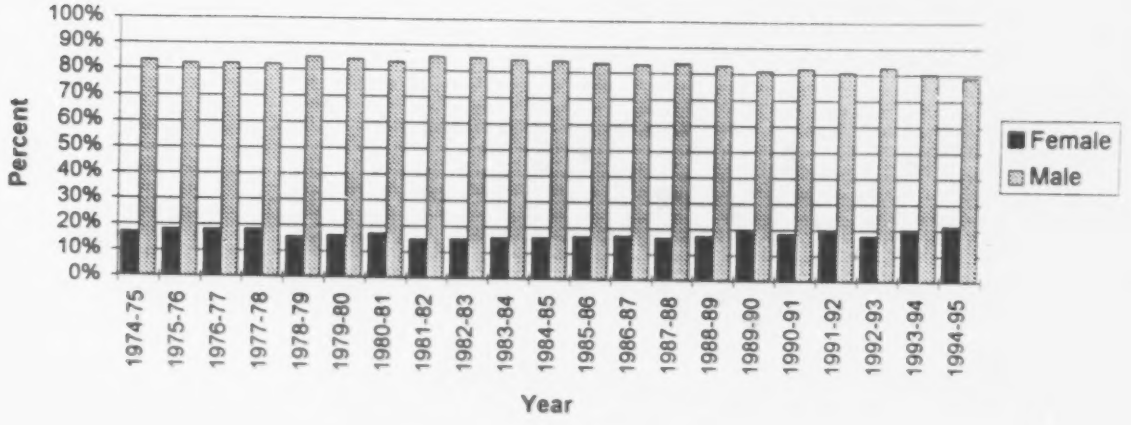


FIGURE 3
Full-time Associate Professor by Sex, 1974 - 1994

WEST CHESTER UNIVERSITY OF PENNSYLVANIA

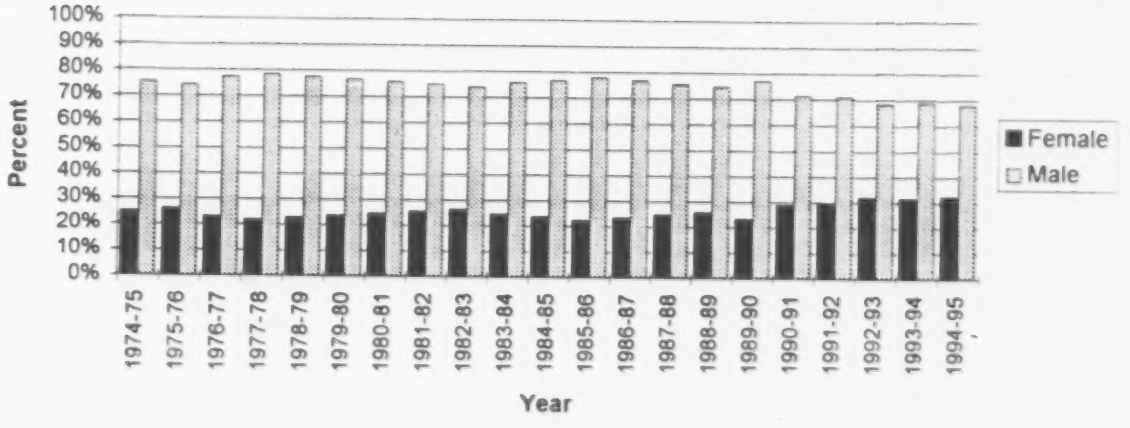


FIGURE 4
Full-time Assistant Professor by Sex, 1974 - 1994

WEST CHESTER UNIVERSITY OF PENNSYLVANIA

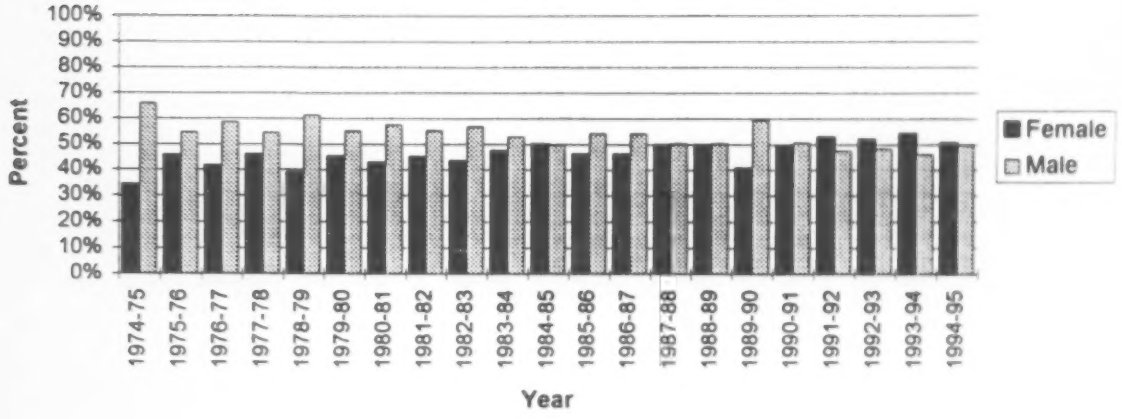


FIGURE 5
Full-time Instructor by Sex, 1974 - 1994

WEST CHESTER UNIVERSITY OF PENNSYLVANIA

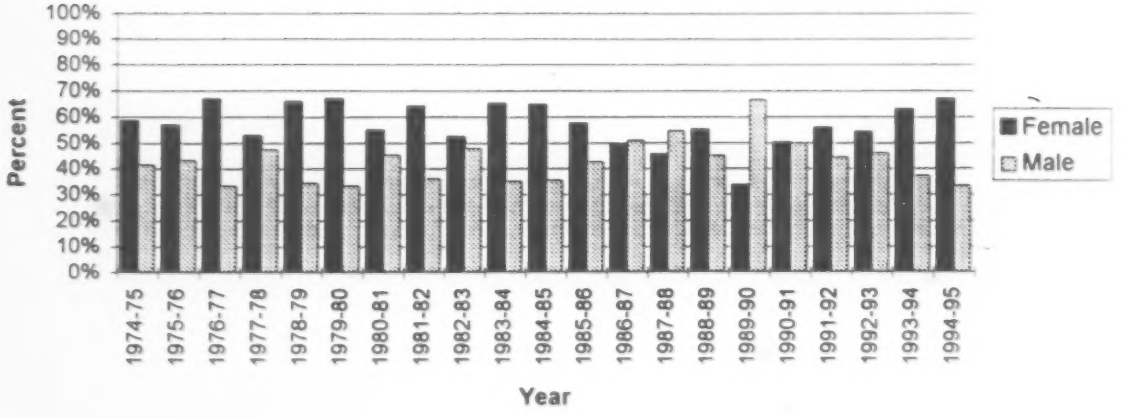
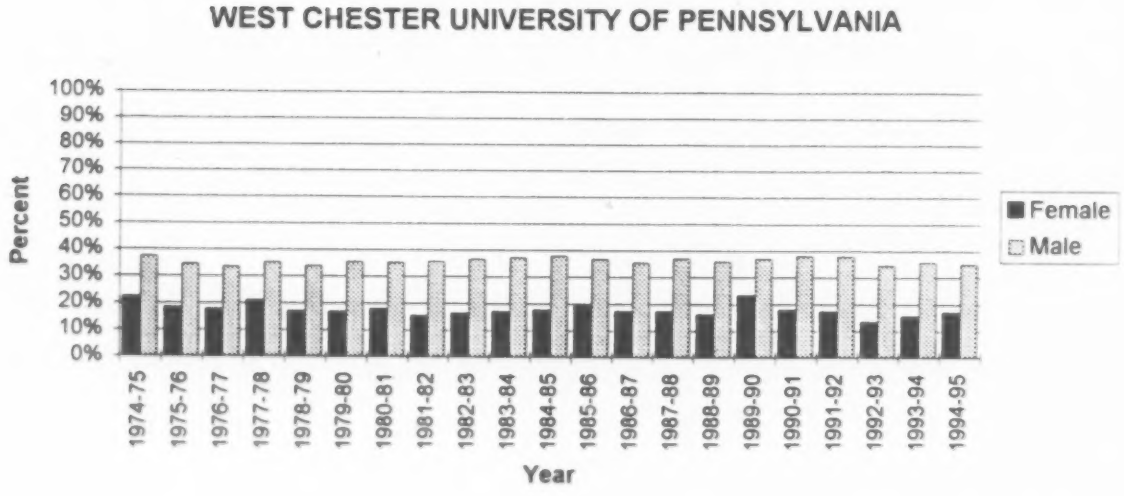


FIGURE 6

Full-time Total Faculty at Professor Rank by Sex, 1974 - 1994



Note: The percentage of full-time female faculty at the professor rank was determined by dividing the number of full-time female professors by the total number of full-time female faculty. The same calculation was used for male faculty.

FIGURE 7

Graduate Student FTE Enrollment by Sex, 1974 - 1994

WEST CHESTER UNIVERSITY OF PENNSYLVANIA

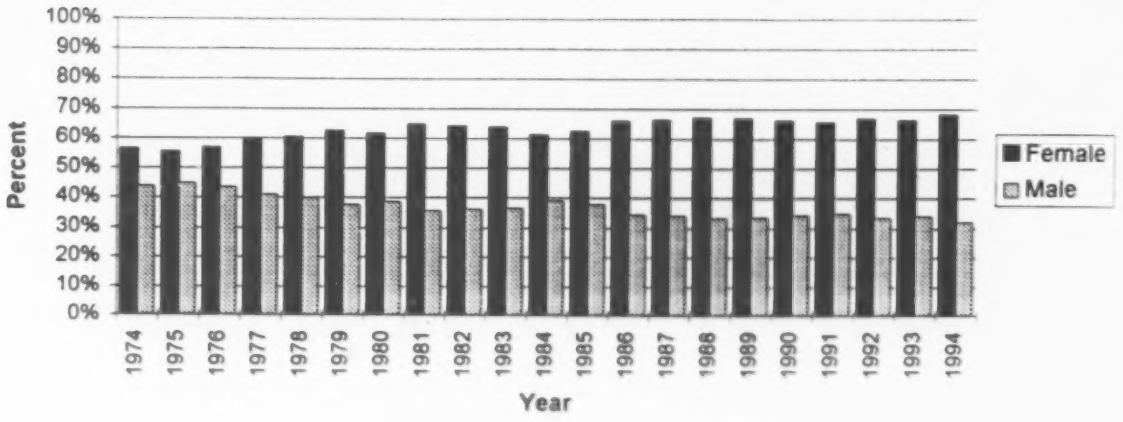


FIGURE 8

Undergraduate Student FTE Enrollment by Sex, 1974 - 1994

WEST CHESTER UNIVERSITY OF PENNSYLVANIA

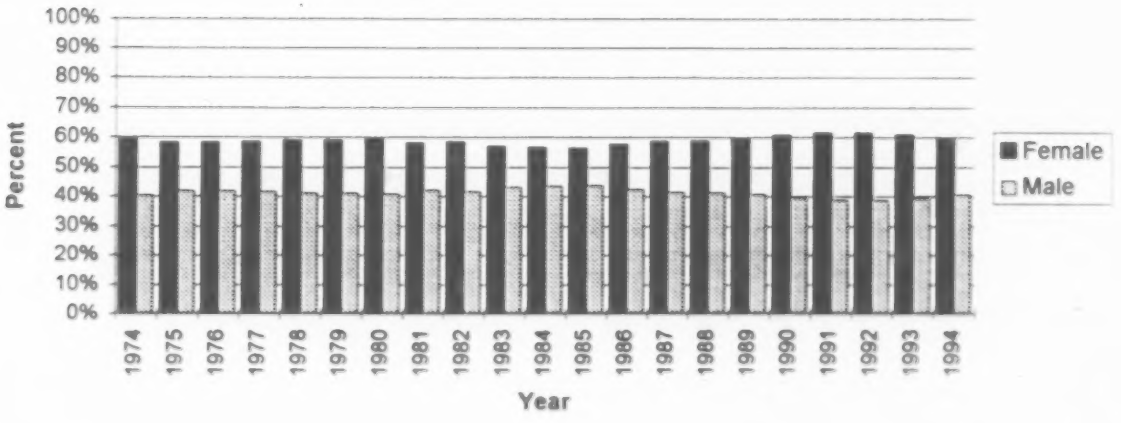
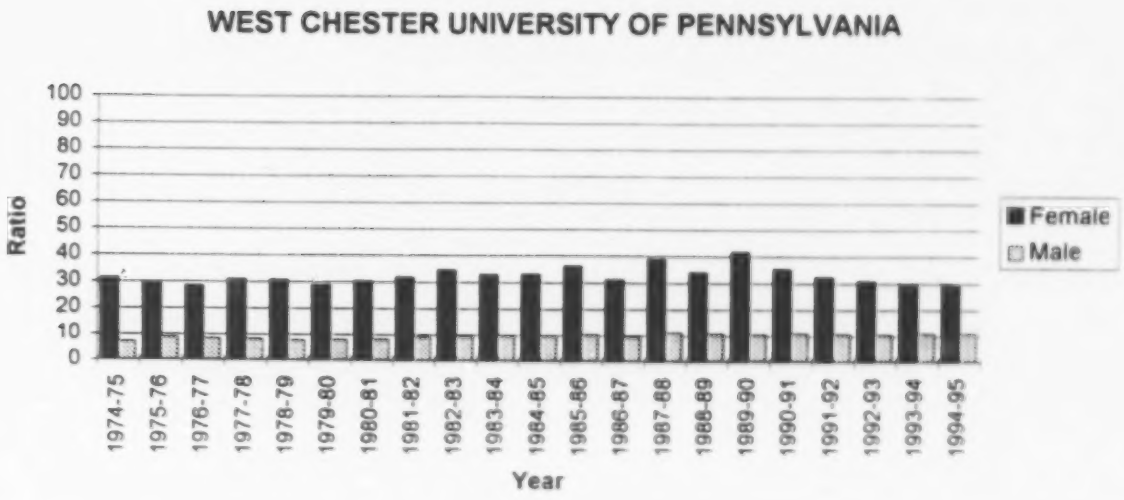


FIGURE 9

Ratio of Undergraduate Student FTE Enrollment to Full-time Faculty by Sex, 1974 - 1994



Note: The ratio of female undergraduate student FTE enrollment to one full-time female faculty was determined by dividing the female undergraduate FTE enrollment by the number of full-time female faculty. The same calculation was used to determine the male ratio.

Appendix C

Guidelines Developed by the American Council on Education (ACE) Commission on Women in Higher Education

GUIDELINES DEVELOPED BY THE AMERICAN COUNCIL ON EDUCATION (ACE) COMMISSION ON WOMEN IN HIGHER EDUCATION

The ACE Commission on Women in Higher Education developed the following guidelines which the System Equity Plan presents as standards against which university policy and procedures should be developed:

- Demonstrate a strong commitment to understanding and addressing the concerns of women students, faculty, staff and administrators;
- Identify and correct inequities that may exist in hiring, promotion, tenure, and salary of women faculty, staff, and administrators;
- Provide a supportive campus climate for women in the classroom and in employment settings;
- Establish or reaffirm an institutional commitment to women's studies;
- Review university policies for their effect on minority women and majority women;
- Support a university planning process that addresses at each stage the question of impact on minority women and majority women;
- Review/develop and implement effective policies to address the problem of sexual harassment;
- Prepare an annual status report for the total university community;
- Initiate a campus values inventory intended to examine values issues which continue to prevent the inclusion of women in certain areas of university life;
- Develop policies, procedures, and programs that support children and families in the broadest sense;
- Promote activities which demonstrate the value of diversity to the campus life;
- Make leadership development and commitment to fostering women's leadership joint priorities;
- Establish or reaffirm the commitment to a commission on women;
- Appoint a high-level person whose formal responsibilities include advocacy for women on campus;
- Provide leadership in fostering an environment which encourages the discussion of and attention to sex equity issues.

Source: In *"Excellence and Equity: A Plan for Building Community in Pennsylvania's State System of Higher Education"* (1994). (Appendix C). Harrisburg, PA: Office of the Chancellor, State System of Higher Education.